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Financing of the United Nations Interim Administration Mission in Kosovo

Financing of the United Nations Interim Administration Mission in Kosovo

Report of the Secretary-General

Summary

The present report contains the proposed budget for the 12-month period from 1 July 2000 to 30 June 2001 for the maintenance of the United Nations Interim Administration Mission in Kosovo (UNMIK), which amounts to $461,380,600 gross ($434,981,000 net).

Of the total budget, some 71.3 per cent of resources relate to civilian personnel costs. Operational costs account for 21 per cent of the budget, military personnel costs reflect 1.8 per cent, while staff assessment comprises 5.7 per cent of the total. Less than 1 per cent of the total resources is related to other programmes.

The actions to be taken by the General Assembly are set out in paragraph 3 of the present report.

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I. Overview

1. The present report contains the proposed budget for the 12-month period from 1 July 2000 to 30 June 2001 for the maintenance of the United Nations Interim Administration Mission in Kosovo (UNMIK), which amounts to $461,380,600 gross ($434,981,000 net).

2. Estimated requirements for the period from 1 July 2000 to 30 June 2001 represent an 8.0 per cent increase ($34,318,800) in total resources (gross) in relation to the apportionment for the current period from 10 June 1999 to 30 June 2000. The proposed increase reflects a 208.6 per cent increase in military personnel costs, a 52.1 per cent increase in civilian personnel costs, a 55.6 per cent increase in staff assessment, a 48.8 per cent decrease in operational costs and a 62.9 per cent decrease in other programmes.

Table 1
Financial resources
(Thousands of United States dollars)

Category of expenditure	*1998/99 expenditures*	*1999/00 apportionment*	*2000/01 cost estimates*[a]	*Proposed increase/(decrease) over 1999/00*	
				Amount	*Percentage*
Military personnel		2 696.2	8 320.3	5 624.1	208.6
Civilian personnel		216 543.4	329 349.2	112 805.8	52.1
Operational requirements		188 425.6	96 411.9	(92 013.7)	(48.8)
Other programmes[b]		2 426.5	899.6	(1 526.9)	(62.9)
Staff assessment		16 970.1	26 399.6	9 429.5	55.6
Gross requirements		**427 061.8**	**461 380.6**	**34 318.8**	**8.0**
Voluntary contributions		585.5	-	-	-
Total		**427 647.3**	**461 380.6**	**34 318.8**	**8.0**

[a] Information on the distribution of resources by standard and mission-specific costs is contained in annex II. B.

[b] Excludes personnel.

Table 2
Human resources

Military and civilian staff resources	*1998/99*	*1999/00*	*2000/01*	*Increase/(decrease) over 1999/00*
Military observers		-	-	-
Military contingents		-	-	-
Military liaison officers		38	38	-
Civilian police		4 718	4 718	-
International staff		1 148	1 207	59
National Officers		12	10	(2)
Local staff		3 282	3 578	296
United Nations Volunteers [a]		203	203	-

[a] In addition, 500 United Nations Volunteers are required for three months from July to September 2000.

3. The actions to be taken by the General Assembly are as follows:

(a) Appropriation of the amount of $461,380,600 gross ($434,981,000 net) for the maintenance of the Mission for the 12-month period from 1 July 2000 to 30 June 2001;

(b) Assessment of the amount in paragraph 3 (a) above at a monthly rate of $38,448,383 gross ($36,248,416 net), should the Security Council decide to continue the mandate of the Mission.

II. Political mandate of the Mission

(Security Council resolution 1244 (1999) of 10 June 1999)

4. UNMIK was created by the Security Council to establish an international civil presence in Kosovo in order to provide an interim administration for Kosovo, under which the people of Kosovo can enjoy substantial autonomy within the Federal Republic of Yugoslavia, and which will provide transitional administration, while establishing and overseeing the development of provisional democratic self-governing institutions to ensure conditions for a peaceful and normal life for all inhabitants of Kosovo. It performs, and coordinates with the people of Kosovo, all the basic administrative functions, such as banking, customs, health service, education, post and telecommunications, and will eventually organize elections. In addition to working with the people of Kosovo, UNMIK is cooperating with other international organizations as full partners under United Nations leadership.

III. Operational plan and requirements

5. The operational requirements of the Mission were set out in the reports of the Secretary-General to the Security Council of 12 June 1999 (S/1999/672), 12 July 1999 (S/1999/779), 16 September 1999 (S/1999/987 and Add.1), 23 December 1999 (S/1999/1250) and 3 March 2000 (S/2000/177). UNMIK is headed by the Special

Representative of the Secretary-General, who is the highest international civilian official in Kosovo. He enjoys the maximum civilian executive powers envisaged and vested in him by the Security Council in its resolution 1244 (1999), and is also the final authority on their implementation.

6. The Special Representative is assisted by a Principal Deputy Special Representative of the Secretary-General in directing and managing UNMIK. The Principal Deputy Special Representative ensures a coordinated and integrated approach by the Mission's four pillars, namely, Civil Administration (United Nations), Humanitarian Affairs (Office of the United Nations High Commissioner for Refugees (UNHCR)), Institution-Building (Organization for Security and Cooperation in Europe (OSCE)) and Reconstruction (European Union). Each of the pillars is headed by a Deputy Special Representative of the Secretary-General. It is envisaged that UNHCR will phase out its operations by mid-2000 as the need for a prolonged, large-scale humanitarian role in Kosovo after the winter is not foreseen.

7. The Special Representative is assisted in his work by an Executive Committee, whose members include the Principal Deputy Special Representative and the three Deputy Special Representatives and other senior officials as required. The Executive Committee is the main instrument through which the Special Representative ensures the implementation of the objectives of UNMIK. Through the Executive Committee, he oversees tasks relating to effective mission integration, such as the setting up of implementation priorities, the phasing and designation of tasks, ensuring effective coordination with outside agencies, especially the international security force (KFOR), and the setting of overall mission policy. The UNMIK Director of Administration, representing the Division of Administration, also attends Executive Committee meetings, as do the Chief of Staff and the Spokesperson. The Executive Committee meetings therefore provide an effective daily forum for the highest levels of UNMIK senior management to facilitate inter-pillar cooperation and to promote coordination in specific areas in order to minimize possible waste and duplication.

8. The Executive Committee is assisted by a Joint Planning Group, which is chaired by the Principal Deputy Special Representative. It is composed of senior planning staff from each lead organization and the Chief of the Special Representative's Planning and Coordination Section. The main tasks of the Joint Planning Group are to ensure consistency of plans between the components "pillars". A senior representative of KFOR works with the Joint Planning Group on military-civilian issues. Representatives of other agencies are invited to participate when necessary. Working-level planning staff from the four components and KFOR provide operational requirements for planning and policy implementation, while the political officers from the Office of the Special Representative contribute political guidance. The planning staff are responsible for providing the Executive Committee, through the Joint Planning Group, with coordinated operational programmes implementing the Mission's policy objectives. On 5 December 1999, the Special Representative issued the first version of the UNMIK Strategic Planning Document, prepared by the Joint Planning Group, as a tool to ensure timely policy-making and monitor progress on the objectives of each of the UNMIK pillars. The Strategic Planning Document provides a basis for periodic joint UNMIK-KFOR Strategic Planning Conferences, where the Special Representative, the Commander of KFOR and their respective Deputies synchronize aims, capabilities and support. The second version of the UNMIK Strategic Planning Document has been prepared by the Joint Planning Group.

9. Coordination and cooperation between the four pillars and the Office of the Special Representative, as well as with other international and national partners, extend beyond the Executive Committee and the Joint Planning Group. A number of working groups and task forces address a variety of topics of related concern. For example, UNMIK formed the Utilities Task Force in October 1999 to coordinate the activities of the Humanitarian Affairs pillar, the Civil Administration pillar, the Economic Reconstruction pillar and KFOR in the electricity, water, district heating, fuel, waste management and sewage sectors. The Task Force produced a comprehensive action plan to deal with utilities and ensure the best possible performance of Kosovo's utilities during the winter. One of the spin-offs from the Utilities Task Force is the Fuel Task Force, an inter-pillar team of logisticians and fuel experts who manage the fulfilment of Kosovo's fuel requirements.

10. The UNMIK Security Requirements Task Force, composed of representatives of the UNMIK Joint Planning Group, the Civil Administration pillar, the Economic Reconstruction pillar, UNMIK Police and KFOR are now preparing a comprehensive plan for meeting UNMIK and Kosovo's non-military security needs. The UNMIK Information Team is now preparing a proposal for developing a centralized information correlation and production centre, designed to meet the information needs of all the pillars.

11. Human rights work in UNMIK has benefited from close collaboration among OSCE, which has the main human rights monitoring and reporting mandate, UNHCR, with its protection officers monitoring returning refugees and the internally displaced, and the Special Representative's Human Rights Office. Weekly meetings are held with representatives of all three attending, along with officers from the International Committee of the Red Cross (ICRC) and Office of the United Nations High Commissioner for Human Rights (UNHCHR). OSCE and UNHCR, because of their extensive field presence, highlight especially pressing issues and the Special Representative's Human Rights Office then offers its support to press the issue at higher levels if necessary. This avoids duplication and exploits the comparative advantage of everyone involved. There is a constant exchange of information and OSCE and UNHCR freely share their field monitoring reports with the Special Representative's Human Rights Office. OSCE has produced two human rights reports (*As Seen, As Told, Parts I and II*), which were released on 6 December 1999. UNHCR and the Office of the Special Representative have worked closely with OSCE on the drafting and editing of the OSCE human rights report covering the period from June to October 1999.

12. The Special Representative's Human Rights Office also worked closely with OSCE from the earliest stages in planning the major international human rights conference, which took place in Pristina on 10 and 11 December 1999. In consultation with local human rights experts, key human rights issues were identified and international experts were invited to attend. Over 600 people, mostly from Kosovo and many from its minority communities, engaged in a frank discussion on past and current human rights abuses in Kosovo. The Special Representative's Office and OSCE are collaborating on producing a written summary of the conference's findings and recommendations which will serve as a basis for further discussion and programmes to address human rights concerns.

13. In addition, the Human Rights Office has forged strong links with UNMIK Police. The Senior Adviser on Human Rights has assisted in planning the human

rights training component given to all incoming UNMIK Police and has obtained core human rights training material for the police officers. The Office has also provided briefings for UNMIK police who have been chosen to "mentor" recently graduated Kosovo Police Service officers (local) in the field. The Senior Adviser has "trained the trainers" on human rights and policing at the Kosovo Police Service School.

Political developments leading to a modification in the Mission's structure

14. To help administer the region and prepare Kosovo for substantial autonomy, the Kosovo Transitional Council (KTC) was set up on 16 July 1999. The Special Representative chairs KTC, which plays an advisory role to UNMIK. At the time of its establishment, the 12 participants in the Council included political leaders of the Democratic League of Kosovo (LDK), the former Kosovo Liberation Army (KLA) and the United Democratic Movement (LBD), as well as representatives of the Serb, Bosniac and Turkish communities and several independents. KTC is the highest political consultative body under UNMIK. While the United Nations, as the interim administration, holds executive authority over judicial, legislative and other civil activities in the territory, KTC gives the main political parties and ethnic groups an opportunity to have direct input into the decision-making process of UNMIK. It is also a forum for achieving consensus on a broad range of issues related to civil administration, institution building, essential services, the security situation, economic development and reconstruction. KTC meets weekly at UNMIK headquarters.

15. In a further initiative to form structures in which the people of Kosovo could participate in the interim administration of the province, an agreement was signed on 15 December 1999 by the leading Kosovo Albanian participants at the Rambouillet talks in early 1999. Pursuant to this agreement, the Joint Interim Administrative Structure (JIAS) was established which initiated the process of establishing provisional institutions for democratic and autonomous self-government pending a political settlement. In addition to the three leading Kosovo Albanian signatories, a fourth member of JIAS will be a Kosovo Serb, who has not yet been named. The overriding principle of the agreement is full respect for Security Council resolution 1244 (1999), meaning that the Special Representative retains legislative and executive authority while representatives of political forces in Kosovo will share provisional administrative management with UNMIK.

16. Under the JIAS agreement, all parallel structures of an executive, legislative or judicial nature were required to dissolve by 31 January 2000. After 10 years of a "parallel" (underground) system of governance and administration, all parallel Kosovo Albanian executive, legislative, judicial and law enforcement bodies — including the so-called "ministries" of the self-proclaimed "Interim Government" — ended all functions and formally ceased to exist.

17. The JIAS agreement also established an Interim Administrative Council (IAC), consisting of eight members: the three leading Kosovo Albanian political leaders and an as-yet-unnamed Kosovo Serb, plus four UNMIK members and one observer for each side. The UNMIK members are the Principal Deputy Special Representative of the Secretary-General and the Deputy Special Representatives of

the Secretary-General who head Civil Administration (United Nations), Institution-Building (OSCE) and Economic Reconstruction (European Union). The Deputy Special Representative heading Humanitarian Affairs (UNHCR) has observer status, reflecting the declining role of emergency humanitarian aid to Kosovo. The two co-chairs of IAC are a Kosovo IAC member and the Principal Deputy Special Representative of the Secretary-General. The Kosovo co-chair will be rotated among the Kosovo members every two months.

18. IAC makes recommendations to the Special Representative for amendments to applicable law and for new regulations and also provides policy guidelines for the JIAS departments in applying the applicable law. IAC has neither executive nor legislative power. The Special Representative, who is not a member of the IAC but may preside over its meetings, retains ultimate authority over all aspects of the joint structures, including the right to set aside recommendations of IAC. The Special Representative must approve all recommendations from IAC. Since 15 December 1999, IAC has met, on average, twice a week. Initially, it dealt with procedural and administrative questions in the course of setting up JIAS. Subsequently, IAC has become involved in discussing more substantive issues, such as recent events in Mitrovica and draft regulations connected to the preparation of municipal elections.

19. An UNMIK Joint Administration Task Force was established shortly after the signing of the Agreement of 15 December 1999, comprised of a multi-pillar team of senior officials led by the Principal Deputy Special Representative and the UNMIK Joint Planning Group, to develop a strategy to implement JIAS. In the initial stage, the Task Force, working with IAC, identified the 20 JIAS departments required to administer Kosovo, with each JIAS department co-directed by an international and a local co-head and staffed by both local personnel and international staff. The co-heads of each JIAS department are under the supervision of a Deputy Special Representative of the Secretary-General. As set out in UNMIK Regulation No. 2000/1 dated 14 January 2000, the departments within JIAS were established to perform provisional administrative tasks to implement the policy guidelines formulated by the IAC, and may make policy recommendations to IAC through their respective Deputy Special Representatives of the Secretary-General. Fourteen departments of JIAS report to the Deputy Special Representative for Civil Administration (pillar II), four to the Deputy Special Representative for Economic Reconstruction (pillar IV) and two to the Deputy Special Representative for Institution-Building (pillar III). While the two co-heads share in the interim administrative responsibilities of each JIAS department, the UNMIK international co-head retains a unique and non-delegable responsibility to ensure that the provisions and policy of Security Council resolution 1244 (1999) are implemented throughout JIAS. So far, 14 Kosovo co-heads and 16 international co-heads have been appointed.

20. The JIAS Departments exercise administrative functions in their respective fields of competence under the authority of UNMIK. Detailed descriptions of each department's scope and essential functions are being set out in corresponding UNMIK Regulations. The 14 JIAS departments reporting to the Deputy Special Representative of the Secretary-General who heads UNMIK's Civil Administration pillar are described below in the context of the structure and staffing requirements of the modified UNMIK Civil Administration pillar structure (the departments of which mirror the JIAS administrative departments). The non-UNMIK local staff of the JIAS administrative departments (including local co-heads) are funded from the

Kosovo Consolidated Budget, as specified in UNMIK Regulation No. 2000/1. The international co-heads, as well as UNMIK international and local staff (mainly language assistants and drivers) who may be deployed from UNMIK's Civil Administration pillar to serve in those 14 JIAS administrative departments under the Deputy Special Representative for Civil Administration, are funded from the UNMIK budget. As regards the other six JIAS administrative departments which fall under the responsibility of the Institution-Building and Economic Reconstruction pillars, the international staff who may be deployed to serve in those departments are funded from the budgets of OSCE and the European Union, respectively.

21. To date, the JIAS Departments of Health and Social Welfare, Education and Science, Local Administration and the Central Fiscal Authority (Budget and Finance) are operational with essential staff. The JIAS Departments of Reconstruction, Utilities, Justice, Public Services and Democratic Governance and Civil Society Support are expected to become operational in coming weeks.

22. The agreement on 15 December 1999 to establish the JIAS marked an important step towards the sharing of administrative responsibility with the local population, including through the appointment of local co-heads in addition to those representing the three signatory political parties. The positions of local co-heads of JIAS departments have been equally allocated to the three major political parties (five to each), with four co-head posts reserved for minorities (two for Kosovo Serbs and one each for Kosovo Bosniacs and Kosovo Turks) and one for an independent.

23. JIAS has also given fresh momentum to the process of forming municipal-level structures, with the majority established subsequent to the 15 December agreement. As of 28 February, a total of 27 Municipal Councils had been established (5 in the Mitrovica region, 5 in the Pec region, 7 in the Pristina region, 3 in the Prizren region and 7 in the Gnjilane region). In addition, a total of 12 Administrative Boards have been established to date (5 in the Pec region, 2 in the Prizren region, 2 in the Pristina region and 3 in the Gnjilane region). UNMIK Municipal Administrators in the remaining municipalities are continuing consultations to finalize the remaining Municipal Councils and Administrative Boards and to overcome disagreement among the various Kosovo Albanian political parties over the distribution of representatives.

24. Following the JIAS agreement, the Kosovo Transitional Council was enlarged from 12 to 35 members on 9 February to reflect better the pluralistic composition of Kosovo. Representatives have been invited to participate from civil society, political parties, religious groups and national communities. Special emphasis was given to encourage the participation of women, who had been inadequately represented in the political bodies. The enlarged KTC first met on 9 February and is currently meeting on a weekly basis under the chairmanship of the Special Representative of the Secretary-General or one of his Deputies. Unfortunately, since the Kosovo Serb community has not made its final decision on participating in JIAS, it is — with the exception of a civil society member — not yet represented in KTC.

Office of the Special Representative of the Secretary-General

Office of the Legal Adviser

25. The Office of the Legal Adviser has two main functions. One function is to provide legal advice to the Special Representative of the Secretary-General in connection with the mandate to establish an interim administration for Kosovo. Its second function is to provide legal advice to the Special Representative of the Secretary-General and the Division of Administration on matters relating to the internal functioning of UNMIK. The multifaceted and far-reaching responsibilities of the Office require a unique array of experienced legal advisers unprecedented in a peacekeeping mission.

(a) The Legal Adviser

26. The Office of the Legal Adviser of UNMIK performs functions of a scope, variety and complexity which reflect the unique character of UNMIK among United Nations peacekeeping missions. In addition to the traditional functions of a large United Nations peacekeeping mission, UNMIK has been given the mandate to provide an interim administration for Kosovo and, consequently, the Special Representative of the Secretary-General exercises legislative and executive functions for Kosovo. Therefore, in addition to the work normally performed by the legal office of a large United Nations peacekeeping mission, the Office of the Legal Adviser of UNMIK must draft or review legislative and executive instruments and provide legal advice on a variety of matters pertaining to all aspects of the activities of a government, including, *inter alia*, banking, business registration, taxation, telecommunications, transport, establishment of a judiciary, law enforcement, elections, civil registration, and municipal and regional administration.

27. Another particularity of the work of the Office of the Legal Adviser derives from the unique structure of UNMIK, composed of components ("pillars") under the respective responsibility of the United Nations, OSCE and the European Union, which work together with KFOR as a separate international security presence and the recently established Joint Interim Administrative Structure (JIAS). The involvement of these various entities raises a myriad of legal issues, which add to the volume and complexity of the work of the Office of the Legal Adviser. Reflecting this situation, the Office of the Legal Adviser is, after the Office of Public Information, the largest unit within the Office of the Special Representative of the Secretary-General and the need for lawyers and legal services continued to increase.

28. Bearing in mind the central role of the Legal Counsel of the United Nations, and the need to ensure consistency in legal advice within the United Nations, the Office of the Legal Adviser does not hesitate to consult with the Office of Legal Affairs of the Secretariat when required. Consistency is further facilitated by the presence in the Office of the Legal Adviser of a senior attorney on assignment from the Office of Legal Affairs.

29. However, given the volume, variety and complexity of the work arising from the unique character of UNMIK (and the number of entities involved), coupled with the immediate operational requirements confronted by UNMIK in theatre, it is not feasible to refer matters arising from the daily operations of UNMIK on a routine basis to the Office of Legal Affairs. Therefore, the Office of the Legal Adviser

consults both formally and informally with the Office of Legal Affairs regarding matters with broad policy implications or of particular complexity.

30. The scope and nature of the functions performed by the Legal Adviser of UNMIK and the unique character of many of these functions in the context of a United Nations peacekeeping mission require a very senior and experienced attorney to perform such functions. The Legal Adviser must have the necessary authority to effectively interact, in performing his functions, with high-level officials of the intergovernmental institutions participating in UNMIK and of the international security presence, as well as with the representatives of the Kosovar community participating in JIAS.

31. The Legal Adviser will be assisted by a personal assistant (General Service) and one local staff member.

(b) Changes in the organization of the Office

32. The Office of the Legal Adviser will be reorganized to comprise a Deputy Legal Adviser, and five units whose responsibilities are defined so as to make the Office more responsive to the requirements of the various components of UNMIK. Four of these units, i.e., the Civil Administration Unit, the Humanitarian Assistance and Reconstruction Unit, the Human Rights and Democratization Unit, and the Joint Administrative Structures and Regulations Coordination Unit, will provide legal services related to the interim civil administration for Kosovo. The fifth unit — called the General Mission Support Unit — will provide legal support for the internal functioning of UNMIK as a peacekeeping mission.

33. The Deputy Legal Adviser will assist the Legal Adviser in planning, organizing and coordinating the work of the Office, and will supervise the work of the individual units and contribute to their outputs as appropriate. The institution of a Deputy Legal Adviser is intended to allow the Legal Adviser to dedicate time to advising the Special Representative of the Secretary-General, the Principal Deputy Special Representative of the Secretary-General and the three Deputy Special Representatives of the Secretary-General on the legal implications of proposed policy decisions, as well as to ensure that the Office is responsive to the broad interests of UNMIK.

34. The reorganization of the Office of the Legal Adviser in five units is intended to achieve the following objectives:

(a) To enable the pillars to have legal interlocutors who are clearly identifiable and supportive of their requirements. Thus, the Civil Administration Unit, the Humanitarian Assistance and Reconstruction Unit and the Human Rights and Democratization Unit will be dedicated to addressing the legal issues arising from the pillars. However, the responsibilities of these three units do not strictly reflect all areas of competence of the corresponding pillars. In some cases, responsibilities assigned to a unit involve issues which are common to or overlapping between pillars or which require coordination between them.

(b) To facilitate the identification of, and coordinate the response to, legal issues arising from the deliberations of the Interim Administrative Council, the Joint Advisory Committee on Legislative Matters, and other joint deliberative or consultative bodies involved in the interim administration.

(c) To coordinate the prompt and efficient preparation of regulations and other legislative or administrative instruments, which are essential to establishing the legal framework for the operation of the interim administration.

35. It is expected that legal officers assigned to a particular unit will devote most of their time to the work of that unit, but will also assist other units as the need arises. Individual legal officers may also be reassigned from one unit to another, as the Legal Adviser deems justified for the effective operation of the Office.

(c) Legal services related to the Interim Administration of Kosovo

36. As already noted above, the provision of legal advice for the discharge of the mandate to establish an interim administration for Kosovo involves the provision of legal services covering all aspects of the basic activities of a government. Legal matters relating to the civil administration of Kosovo will be dealt with by the Civil Administration Unit, the Humanitarian Assistance and Reconstruction Unit, the Human Rights and Democratization Unit, and the Joint Administrative Structures and Regulations Coordination Unit, the responsibilities of which are outlined below.

37. The Joint Administrative Structures and Regulations Coordination Unit will be the unit of reference to advise on matters pertaining to the work of the Interim Administrative Council, the Joint Advisory Committee on Legislative Matters and other joint deliberative or consultative bodies. The unit will maintain liaison and consult with appropriate offices within UNMIK and JIAS with a view to ensuring the coordination of the preparation of regulations and other legislative and administrative instruments. The review and drafting of regulations and other legislative and administrative issuances is complex and time-consuming, and therefore it would not be feasible to entrust it to any single unit within the Office of the Legal Adviser. That task will be distributed among the units, including the Joint Administrative Structures and Regulations Coordination Unit, depending on the subject matter of the regulation and the area of law concerned.

38. The Civil Administration Unit will be the unit of reference to advise on matters pertaining to the operation of the Civil Administration component, for which the United Nations is responsible. It will have primary responsibility for the review and drafting of legislative and executive instruments and the internal administrative issuances for the establishment and operation of the public administration structures at the central, regional and local levels and will provide legal advice on issues arising from their operation.

39. The Humanitarian Assistance and Reconstruction Unit will be the unit of reference to advise on matters pertaining to the operation of the Economic Reconstruction component, for which the European Union is responsible. It will have primary responsibility for advising on matters pertaining to the financial, operational and legal arrangements for development and humanitarian assistance and reconstruction.

40. The Human Rights and Democratization Unit will be the unit of reference to advise on matters pertaining to the operation of the Institution-Building component, for which OSCE is responsible. It will have primary responsibility for advising on such matters as democratization, elections, institution-building, human rights, and Ombudsman issues. It will also advise on matters related to law enforcement, criminal law, immigration, political asylum and border issues.

41. The above four units will be supported by translation services from Albanian to Serbian and from Serbian to Albanian as required.

(d) Legal support to UNMIK as a peacekeeping mission

42. The General Mission Support Unit will be responsible for advising on legal issues arising from the internal functioning of UNMIK, such as the drafting of contracts and other agreements, providing legal advice to the Division of Administration of UNMIK on matters relating to procurement and contracting, claims, financial administration, personnel, privileges and immunities, status-of-mission agreements and participating in local Boards and Committees (e.g., Contracts Committee, Property Survey Board, Claims Review Board).

Office of Political Affairs

43. The prime responsibility of the Office of Political Affairs in the Office of the Special Representative of the Secretary-General is high-level contacts with the Federal Republic of Yugoslavia through the Committee for Cooperation, neighbouring States and regional organizations. The two senior officers of this office are personally involved in intense dialogue with regional partners on a bilateral and multilateral basis, including within the Stability Pact framework. The work that they carry out implies high-level representation and professional skills tantamount to those of Ambassador/Special Representative in a State's Foreign Ministry. Those positions will become increasingly important with the commencement of official consultations with the authorities of the Federal Republic of Yugoslavia on the political status of Kosovo as envisaged by resolution 1244 (1999). The work performed by the individuals also requires high-level positions to maintain the regional diplomatic profile of UNMIK. While it might seem that the functions of the Office of Political Affairs are subject to "unnecessary fragmentation", all the activities are closely interlinked and coordination is achieved through the close working relationships of all political liaison officers and political affairs officers.

Civil Administration of UNMIK

44. The organizational structure of the Civil Administration was revised in October 1999 to prepare for the transfer of administrative responsibilities to self-governing institutions within the framework of the mandate (Security Council resolution 1244 (1999), para. 11 (b)). The introduction of a "flatter" structure and the designation of "secretariats" as the first administrative structures that could operate under the direction of "co-heads" from both UNMIK and Kosovo, were major milestones to facilitate the organization of the Civil Administration of UNMIK in support of this important strategic goal.

45. By UNMIK Regulation No. 2000/1, dated 14 January 2000, the Special Representative of the Secretary-General established the Kosovo Joint Interim Administrative Structure (JIAS). In section 7 of that Regulation, 20 administrative departments were established to perform administrative tasks to implement the policy guidelines formulated by the Interim Administrative Council (established in section 3 of the Regulation). Fourteen administrative departments report to the Deputy Special Representative for Pillar II (Civil Administration); four to the

Deputy Special Representative for Pillar IV (European Union); and two to the Deputy Special Representative for Pillar III (OSCE). The departments are being set up and the 14 under Pillar II are reflected in the structure of the Civil Administration.

46. Therefore, the Civil Administration pillar consists of: the Office of the Deputy Special Representative, five regional offices and the following administrative departments: Agriculture, Transport and Infrastructure, Education and Science, Public Services, Health and Social Welfare, Civil Security and Emergency Preparedness, Youth, Sports, Culture, Justice, Post and Telecommunications, Environment, Local Administration, and Labour and Employment. UNMIK Police continues to report to the Deputy Special Representative as before, wholly independent of JIAS. Moreover, the Monitoring Unit, the Statistics Section and the Office of Gender Affairs (which has been redeployed from the Office of the Special Representative of the Secretary-General) report to the Deputy Special Representative under the direct supervision of his Deputy.

47. The JIAS departments exercise administrative functions in their respective fields of competence. Detailed descriptions of each department's scope and essential functions are being set out in corresponding UNMIK Regulations. The departments are directed by co-heads, consisting of one deployed UNMIK international Professional staff member and one Kosovar officer, and staffed by local personnel supplemented by deployed UNMIK international staff. The international co-heads, international staff and some locally recruited staff (mainly language assistants and drivers) are funded from the budget of UNMIK. The local co-head and non-UNMIK recruited local staff are funded from the Kosovo consolidated budget. The deployed international staff of the other six departments (which fall under the responsibility of pillars III and IV) are similarly funded from the budgets of OSCE and the European Union.

48. The staffing of the departments under the Deputy Special Representative for Civil Administration has, in the first instance, been achieved through redeployment of posts already authorized for pillar II. Except for posts deployed to departments which had no antecedent in the previous structure (Culture, Youth, Sports, Civil Security and Emergency Preparedness), the functions of individual posts remain as approved.

Office of the Deputy Special Representative of the Secretary-General

49. The Deputy Special Representative (Assistant Secretary-General), as the head of the Civil Administration, provides overall leadership, translates the policy goals set out in Security Council resolution 1244 (1999) into operation, and performs oversight.

50. The Office of the Deputy Special Representative monitors activities, performs strategic planning functions, analyses trends, reports on progress towards achievement of established goals, and ensures interaction with all UNMIK entities and outside partners, including donor agencies and non-governmental organizations.

51. A Monitoring Unit, which is responsible for monitoring the achievement of goals set out in resolution 1244 (1999), particularly the transfer of administrative responsibilities while overseeing and supporting the consolidation of Kosovo's local

provisional institutions, has been constituted through redeployment from regional offices.

52. The Statistics Section, which was previously part of the former Department of Economic Affairs and Natural Resources Administration, has been attached directly to the Office of the Deputy Special Representative. It is responsible for developing a modern system of collection and analysis of economic, demographic and other statistics.

53. The Office of Gender Affairs has been redeployed from the Office of the Special Representative of the Secretary-General to the Office of the Deputy Special Representative with a view to mainstreaming gender issues in the work of the JIAS departments. The Office will also continue to advise the Special Representative as well as other components of UNMIK on cross-cutting gender issues. The Office designs and monitors the implementation of policies and programmes and is the primary interface on gender issues with the local establishment and population.

54. Through the Office of Gender Affairs, UNMIK is working in partnership with leaders of civil society. In close cooperation with the local women's leadership, the Office has identified key issues facing the women in Kosovo: inadequate representation of women in the decision-making process, multiple issues of violence against women, growing post-conflict domestic violence, trafficking of girls and young women, and the need for women to be involved in the economic reconstruction of Kosovo. Working closely with OSCE and the United Nations Development Fund for Women (UNIFEM), the Office has advocated the appointment of women in decision-making positions, resulting in the decision of the Special Representative to expand the Kosovo Transitional Council (KTC) to include female representatives of civil society. The Office has consulted closely with UNHCR to ascertain that the emergency needs of female internally displaced persons are met. The Office has set up an inter-pillar planning group to develop institutional mechanisms to address cross-cutting gender issues. Policies are being developed to ensure that legal systems, the judiciary and the police are gender-sensitive; that the needs of women are met in economic planning; and that women are included in the local municipal administrations.

Regional and municipal administration

(a) Regions

55. Staffing for the five regions replicates at the regional level most of the structure of the headquarters Department of Civil Administration, in a coordinating and monitoring role in each of the respective substantive sectors, with the inclusion of one legal office per region. The Regional Administrators are the highest regional civilian authority representing the Special Representative and direct the region on his behalf in all aspects of civilian life.

56. The regional administrations' role and staffing requirements may decrease at a later stage, when the municipal civil administration structure is fully established, and their roles are envisaged to change accordingly. It should be recalled that the regions are not an integral part of the institutional structure of Kosovo; accordingly, no provisions exist to include the regions as part of the Joint Interim Administrative Structures. However, regional offices will continue to function mainly to coordinate the regional activities and as centres for the management of sectoral advisory

services provided from each regional hub to the municipalities within the region when this is justified for reasons of efficiency, as in the case with education, health or public utility officers.

57. The staffing proposals for the regions are based on requirements which take into account the responsibilities just outlined. They include the Regional Administrator and his/her Deputy, a Political Adviser and a Reports Officer, as well as specialists that cover the areas of education, culture, health, social welfare, labour, industry, energy, public services, public finance and budget, and documentation and civil registration issues; and Civil Administration officers that provide legal advice. Furthermore, considering the size and complexity of the tasks entrusted to the regional administration offices, there is a need to have two or three officers dedicated to internal organization and to various support functions.

58. Given the limited provision of specialists or dedicated staff in the sectoral areas within the staffing structure of UNMIK at the municipal level, it has not been possible to place all the officers required in every municipality. Hence the decision to appoint enough sectoral officers at the regional level with the purpose of providing a bridge between the policy-making departments and the local level. The sectoral officers advise the municipalities to ensure consistency in the implementation of policies formulated at the central level, while providing a degree of flexibility that takes into account specific situations. Such is the case with education, health, social welfare and labour and public utilities. In the case of officers who provide legal advice, they are responsible for advising the Regional and Municipal Administrators and all members of the municipal administration teams of the legal implications of their activities as well as on other aspects of the administration that pertain to municipalities. They also represent the Department of Justice at the regional level and are entrusted, *inter alia*, with the administration of the budget for the judiciary.

59. During the interim period, the specialists in the above-mentioned sectoral areas perform a twofold task: reinforcing the capacities of each municipality with respect to the specific municipal competencies, and representing the central departments/secretariats in the regions. As municipalities acquire the capacity to absorb and develop all their competencies independently, specialists in the regional offices will gradually devote more time to representing the central structures in the regions.

(b) Municipalities

60. The UNMIK municipal administration teams are responsible for establishing and overseeing participatory structures for local government, and for conducting basic administrative functions at the municipal level. They also coordinate the activities of UNMIK components and maintain close liaison with KFOR with respect to security and law and order matters, at the municipal level.

61. The overall objective is to ensure the continuation or re-establishment of public services and administration at the municipal level in a non-discriminatory fashion, and to ensure as much participation as possible in municipal decisions and activities of all ethnic, political and social groups. UNMIK municipal administration teams, in close cooperation with OSCE, also contribute to capacity-building, through the preparation of administrative structures and the training of municipal

employees with a view to ensuring democratic, efficient and decentralized local government in the future.

62. In all municipalities, a team of staff, headed by a municipal administrator (equivalent of mayor) who oversees policy directives, interfaces with local structures and ensures the effective and non-discriminatory provision of services and will oversee the main substantive sectors of the municipality. Building up and reinforcing the municipal structures is an essential priority for the Mission, since they constitute the basic institutional unit for a democratic and pluralistic future, where all citizens, irrespective of ethnicity, religion or ideology, will be able to participate in the political and institutional life of Kosovo.

63. Municipalities have been divided into seven categories, depending on population estimates and on the Kosovo-budget allocation for each municipality, which are indicators of the overall complexities and workload.

64. While the requirements of municipalities as regards the number of staff vary depending on the above factors as well as the complexity of the political situation, there are common tasks that need to be performed by all. These include the responsibilities set out below. UNMIK staff members can be called upon to perform one or more of the outlined tasks:

(a) The Municipal Administrator: responsibility for all aspects of the UNMIK civil administration presence at the municipal level; for establishing consultative and administrative bodies and appointing their members; for implementing the policies formulated by the central departments and secretariats; and for supervising the actions of municipal employees;

(b) Political Affairs: responsibility for daily relations with the political parties and representatives of the local population;

(c) Budget, Finance and Payments: responsibility for gathering and consolidating data for the municipal budget following the guidelines provided by the central departments; for the accounting of municipal expenditures and for setting up the system of municipal fees and other charges; and for managing the municipal payments system;

(d) Civil Affairs: responsibility for general management, personnel, administration, public records, official certificates and for the licensing and the rationalization of municipal structures;

(e) Land Use and Urban Planning: responsibility for all aspects related to land use and construction, including building regulations and their application, as well as for basic urban planning;

(f) Legal Affairs: responsibility for drafting and reviewing all official documents in coordination with the Legal Adviser of the Special Representative of the Secretary-General and for representing the Department of Justice at the municipal level.

65. The international Professional staff in municipalities oversee and give guidance to existing local structures to ensure that they perform their services efficiently and in a manner consistent with the mandate. In doing so, they interface with local experts and personnel that far exceed them in numbers.

Department of Local Administration

66. The Department of Local Administration is responsible for providing the policy and legal framework that will apply to municipalities; safeguarding and developing local self-government; monitoring the efficient, non-discriminatory and accountable provision of services; making recommendations for the establishment of a sustainable, transparent and predictable system for financing local administrations; and reviewing proposals and activities of other departments to ensure consistency with the competencies and cost structures of municipalities.

67. The Director of the Department is responsible for ensuring that policies and activities are carried out in accordance with the mandate; for conducting the dialogue with the local co-head, including, in particular, developing a work plan with specific objectives to be achieved before and after municipal elections; for ensuring its timely implementation and assessing progress; and for managing the resources assigned to the Department. The Director is supported by a Deputy, who also has specific functions with respect to the development and implementation of municipal financial and budgetary policies, and to the review of proposals and activities of the other administrative departments to ensure their consistency with the competencies and cost structures of municipalities.

Department of Public Services

68. Paragraphs 11 (b) and (d) of Security Council resolution 1244 (1999) specify that the international civilian presence is to:

(a) Perform basic civilian administrative functions where and as long as required;

(b) Transfer [as provisional institutions for democratic and autonomous self-government are developed] its administrative responsibilities while overseeing and supporting the consolidation of Kosovo's local provisional institutions.

69. Those are the key determinants of the mandate of the international component of the Department of Public Services, which can be summarized as (a) providing certain administrative functions where local capacity is at present insufficiently developed; (b) planning the overall strategy for the development of professional, ethical and accountable public services which reflect the multi-ethnic character of Kosovo; (c) determining programme priorities for the allocation of resources within the Kosovo Consolidated Budget; and (d) developing a regulatory framework for public services in such areas as procurement, the use of information technology, recruitment standards and procedures, salaries and benefits, and the rights and obligations of civil servants.

70. In addition to the office of the Director, the Department will initially comprise six sections:

(a) The Budget and Finance Section formulates the overall budgetary policy regarding resource allocations to departments and municipalities, monitors expenditures against allotments, exercises internal controls, and processes the payroll and other budget-related expenses for all operations, repairs and equipment;

(b) The Civil Service and Personnel Administration Section proposes policies and procedures which promote the development of a professional, efficient

and politically neutral civil service in which ethnic and gender considerations are duly taken into account;

(c) The Procurement Section is responsible for the procurement of goods and services in accordance with the policies, rules and procedures based on international standards set by the Central Fiscal Authority in pillar IV (European Union);

(d) The Building Management Section is responsible for developing and maintaining the infrastructure, including buildings and physical facilities, required for public services;

(e) The Information Technology Systems Section determines information technology standards for the public service and develops and maintains corporate systems and information technology infrastructure;

(f) The Documents Issuance and Control Section is responsible for providing civil documents to all the people of Kosovo, setting up a credible and verifiable civil registry that will constitute the basis for the electoral roster and establishing a system for property registration.

71. In the absence of a functioning legitimate authority, the functions described above need to be executed directly by the interim administration through the Department. This requires a high level of managerial capacity, substantive technical expertise in formulating policies and ensuring accountability, and at least a minimal number of experienced international technical staff.

72. The Department is headed by a Director supported by a Policy Adviser. In addition to directing the work of the Department and coordinating its activities with those of other departments, the office of the Director provides support to the secretariat of the Interim Administrative Council (IAC), including managing the IAC budget.

Department of Education and Science

73. The Department of Education and Science makes policy recommendations on the overall strategy for the development of education and science; the promotion of a single, non-discriminatory and inclusive educational system; and the design, implementation and supervision of appropriate and effective education administration and school management. The Department provides authority, direction and guidance; formulates and implements rules, regulations and guidelines; and formulates and implements a comprehensive operational plan for the education and science sector.

Department of Labour and Employment

74. The Department of Labour and Employment is responsible for developing policies for the promotion of a non-discriminatory labour relations and employment system; promotion of employment and protection of the unemployed; protection of employees; the regulatory framework for labour and employment; and the introduction of a wage determination mechanism.

Department of Post and Telecommunications

75. The Department of Post and Telecommunications is responsible for overall management of post, telecommunications and information technology matters in Kosovo; for developing a regulatory framework of post and telecommunications; reform of the Kosovo postal and telephone system (PTK); introduction and development of advanced services, such as Global Satellite Mobile (GSM), Internet, and so forth. It will also license telecommunications operators and supervise spectrum management and frequency monitoring.

Department of Transport and Infrastructure

76. The Department of Transport and Infrastructure is responsible for the overall management of the transport sector for Kosovo, including identification and administration of project financing, establishment of standards and technical specifications; and implementation of safety and environmental policies. The Department will also administer and regulate air transport, public transport, rail transport and road infrastructure, as well as support municipalities in transport matters.

Department of Agriculture

77. The Department of Agriculture is responsible for the formulation of an overall strategy for the development of non-discriminatory, efficient agriculture, forestry and rural development in Kosovo as well as the regulatory framework. The Department will also, *inter alia*, define and administer a land policy, veterinary services, quality control services and pest control activities; define a water resources management policy; and administer forestry services.

Department of the Environment

78. The Department of the Environment is responsible for development and implementation of an environmental protection strategy for Kosovo, for incorporation of environmental concerns in economic and development plans, and for a regulatory framework for setting norms and standards for environmental protection.

Department of Health and Social Welfare

79. The Department of Health and Social Welfare is responsible for developing and implementing an overall strategy for health care and social welfare in Kosovo, for the related infrastructure, including hospitals, clinics, and institutions for children, aged persons and the disabled, and the regulatory framework for health care and social welfare.

Department of Justice

80. The Department of Justice is responsible for the re-establishment of the judicial system in Kosovo with particular emphasis on operational matters, including developing and implementing overall strategies and policies for the judicial system and correctional service in a manner consistent with internationally recognized standards, for operation of the correctional system, and assisting in the

training of judges, prosecutors, lawyers, public attorneys, registrars and other relevant personnel.

Prosecution Services and Court Administration Section

81. The Section is responsible for the operational re-establishment, due functioning and assistance to courts and other non-correctional judicial institutions (judges, prosecutors, registrars, coroners (forensic medicine experts), public attorneys, defence counsel, judicial support personnel and investigative police), as well as the formulation of policies and their execution, such as the review and formulation of training programmes for judicial personnel and assisting in the work of the Advisory Judicial Commission. The Section is also responsible for the implementation of the decisions of the Special Representative based on the recommendations of the Technical Advisory Commission on Judiciary and Prosecution Service.

Penal Management Section

82. The Section is responsible for the formulation of penal management policies and their execution, coordinating the review and processes for reform of local laws, and the development of training programmes for all correctional personnel.

Department of Culture

83. The Department of Culture is responsible for the promotion of cultural policies and programmes which respect the cultural diversity of Kosovo, for the formulation and implementation of cultural administration mechanisms, for conduct of a comprehensive survey of the culture sector, and for promotion of local initiatives that express a balanced political and social approach to cultural development.

Department of Youth

84. The JIAS Department of Youth is responsible for developing and promoting youth activities throughout Kosovo. The majority of Kosovars are 25 years of age or younger; the 12 to 25 years age group must be the focus of efforts to foster the development of a truly multi-ethnic and tolerant class of future leaders. The JIAS Department will be expected to coordinate its activities and programmes together with the Departments of Sports, Culture, Education and Science, and Health and Social Welfare in order to develop extra-curricular activities, develop advisory and vocational services, facilitate regional and international exchange programmes, foster the creation and establishment of associations and clubs that allow young Kosovars to participate in communal decision-making, generate youth awareness information campaigns that target minority groups throughout Kosovo, and ensure unimpeded access to the above-listed youth activities by all members of the community, without distinction of ethnicity.

85. The Head of the UNMIK Department of Youth (P-5) is responsible for the overall management of youth matters and implementation of programmes/activities. He/she will make policy and strategy recommendations to the Interim Administrative Council for the development promotion of youth activities, represent the Department and foster a climate of cooperation between international and local components of the Department, oversee the effective and efficient management of resources, and engage in fund-raising activities. The Programme Officer (P-3) will

be mainly responsible for the day-to-day implementation and management of programmes and activities.

Department of Sports

86. The JIAS Department of Sports is responsible for developing an overall strategy and policies for promotion of sports activities throughout Kosovo; for promotion of sports and other initiatives; for promotion of the formation and development of sports clubs/groups/associations; for formulation of the rules, regulations and guidelines necessary for the sports sector; for conduct of a comprehensive survey of the sports sector; and for stimulating the interest of the international community so that adequate levels of financial and other support become available for the sports sector, particularly through sponsorship agreements, extrabudgetary projects and block grants.

87. The Head of the UNMIK Department of Sports (P-4), is supported by a Programme Officer (P-4) who is responsible for development of projects and activities in the sports sector.

Department of Civil Security and Emergency Preparedness

88. The Department of Civil Security and Emergency Preparedness is responsible for developing an overall strategy and policies for protection of the population through operational emergency services, emergency planning, the building up, management and training of the Kosovo Protection Corps (KPC) and planning of local development projects to be carried out by KPC.

UNMIK Police

89. UNMIK Police provide interim law enforcement services and the rapid development of a credible, professional and impartial Kosovo police service. The Police Commissioner (D-2), who reports to the Special Representative through the Deputy Special Representative, is responsible for the overall planning and implementation of law enforcement services. A Human Rights Officer (P-4), a Legal Officer (P-4) and a Political Civil Affairs Coordinator (P-3) support the Police Commissioner technically and reinforce internal coordination.

90. The UNMIK Police mission marks a fundamental departure from all previous United Nations civilian police missions. Its task is not to monitor existing police structures, but, first, to execute the full range of law enforcement for Kosovo during an interim period, and secondly, to develop, simultaneously, a new professional and impartial Kosovo Police Service (KPS). UNMIK Police is, by personnel size, the largest police mission ever undertaken by the United Nations.

91. The UNMIK Police comprises three main elements: the regular civilian police, the border police, and the Special Police Units (SPUs). All police components are under the operational command of the UNMIK Police Commissioner. To date, 2,600 police officers, from a total of 45 countries, have been deployed in 39 police stations, including four border police stations and a station at Pristina Airport. There are five regional headquarters, plus the main UNMIK Police headquarters located in Pristina. The UNMIK Police main headquarters is divided into three departments: Operations, Administration, and Planning and Development. Each department is led by one Deputy Police Commissioner. Plans are under way for the establishment of

21 sub-stations throughout Kosovo. At present no SPUs are in the theatre. The first company is expected to arrive the end of March 2000.

92. The number of deployed police officers remains well below the authorized strength of 4,718, which has been determined to be the bare minimum required for UNMIK Police to fulfil the mandate to establish and maintain civil law and order for the population size and circumstances of Kosovo. In response to this shortfall, the UNMIK Police have endeavoured to leverage the effectiveness of their smaller number by developing carefully planned joint security operations with KFOR, as well as by developing strategic options for increasing the rate of intake of future Kosovo Police Service officers. It is critical that SPU companies be deployed in theatre as soon as possible.

93. In implementing the first full executive police enforcement mission in the history of United Nations peacekeeping, UNMIK has faced unprecedented challenges. In particular, equipping and financing fully functional policing services has proven a difficult challenge for the United Nations field administrative structure, normally prepared to support police monitoring missions. Vital shortfalls remain in the areas of information systems, communications infrastructure, forensics capacity, investigative equipment, and traffic management equipment.

94. A special section of UNMIK Police, under the direction of the Deputy Commissioner for Planning and Development, is devoted to the development of the future local police for Kosovo, the Kosovo Police Service. The strategic plan for the training and deployment of 2,000 KPS officers by January 2001 depends upon continuing close cooperation between the OSCE-run police school and UNMIK field training and enforcement operations.

95. UNMIK Police have developed detailed policies and procedures for KPS, established a KPS Finance and Personnel Section, developed an organizational structure, designed KPS communications and critical incident plans, and produced a comprehensive job description packet for the KPS candidates. OSCE and UNMIK Police have together initiated a KPS Career Selection Programme.

Coordination

96. The Civil Administration acts in close coordination with the United Nations, funds, programmes and specialized agencies. In particular, the Department of Justice identified and interviewed former national professionals (ex-correctional officers) of correctional facilities who will play key roles in the re-establishment of the Kosovo Correctional Service. This staff will be under the direct supervision of correctional experts from different countries. In addition, experts have been obtained from the International Labour Organization (ILO), the World Health Organization (WHO), the United Nations Educational, Scientific and Cultural Organization (UNESCO), the United Nations Centre for Human Settlements (Habitat)/(UNCHS) and the Food and Agriculture Organization of the United Nations (FAO), to ensure coherence in policies at the sectoral level.

97. The Department of Justice has been entrusted with the task of implementing and setting up the courts and prosecution offices recommended by the Technical Advisory Commission on Judiciary and Prosecution Service, composed of 10 local and 5 international members. Among other things, the Department has the responsibility of assessing and providing the Judiciary and Prosecution Service with

its material needs. Moreover, the Department has the responsibility of organizing the recruitment of competent personnel and support staff for the courts and prosecution offices.

98. The Emergency Judicial System was established by the Special Representative of the Secretary-General to deal with the most pressing needs of justice subsequent to the conflict in Kosovo. It consists of four district courts (Pristina, Prizren, Pec and Mitrovica), one ad hoc Court of Final Appeal and the Office of the Public Prosecutor. The Special Representative appointed 55 judges and prosecutors for a three-month period (37 penal judges, 5 civil law judges and 14 prosecutors); however, the appointment of one judge has not been renewed, since he left for Serbia. Six have resigned, leaving only 48 judges and prosecutors working in the Emergency Judicial System. With regard to other judicial personnel, former local staff have been in most cases re-employed.

99. In coordination with OSCE, KFOR and the United Nations Civilian Police, a committee has been created wherein the Department of Justice is responsible for assisting investigating judges, prosecutors and the police on matters regarding evidence/statements admissible before the investigating judge in the course of preliminary examinations procedure and at trials.

100. The Department also supports the Advisory Judicial Commission (AJC), composed of eight local and three international members. The Commission advises the Special Representative of the Secretary-General on matters related to the appointment and removal from office of judges and prosecutors, as required, as well as on complaints, if any, against any judge or prosecutor. AJC made recommendations, which the Department followed up at the request of the Special Representative. The Department of Justice finalized the list of appointments to be approved by the Special Representative. The final list of appointments containing 546 candidates was submitted and approved by the Special Representative on 29 December 1999. The swearing in of these appointed persons was completed at the end of January 2000. A second round of appointments is foreseen by mid-March.

101. The Department has assisted OSCE in setting up training sessions for judges and prosecutors and in preparing the curriculum for this training. Several symposia have been held and further sessions are planned. The Department has participated in and given presentations at these sessions. It is coordinating efforts with OSCE to continue these activities and has worked with OSCE in the creation of the Ombudsman institution.

102. Forensic medicine is confronted with difficulties owing to lack of material resources. The Department of Justice initiated actions in order to solve problems on an emergency and long-term basis. It is in contact with the Institute of Forensic Medicine of Pristina and regional specialists in order to assess the needs in this field. The Department is coordinating efforts with KFOR in order to provide, on an emergency basis, means of transport and specialized equipment in this field. UNMIK Police is performing the functions of judicial police. The Department, in cooperation with OSCE, is advising it in order to solve practical difficulties, particularly with respect to the collection of evidence.

103. The Department of Justice has assessed the needs of the penal management system in Kosovo. Two teams of penal management experts seconded to UNMIK from the United Kingdom of Great Britain and Northern Ireland and Canada visited

nine detention centres: Pristina, Lipljan, Pec, Prizren, Gnjilane, Istok, Mitrovica, Camp Bondsteel temporary tented installation and Smahozina, currently being used by the French KFOR. For each facility an assessment was completed as to maximum capacity, physical conditions/need for repair, eventual use (i.e., juvenile inmates and psychiatric inmates, long-term sentences, remand centres), needs for procurement, short-, medium- and long-term needs. Further to assessment and the decline of crime, a crisis of accommodation in detention facilities does not appear evident. Detention centres are currently being run by either KFOR or UNMIK Police with the exception of UNMIK Prizren Prison, which was transferred to UNMIK control on 30 November 1999. Plans are under way for the reopening of Istok Prison by late April 2000 and Lipljan Prison thereafter. Other correctional institutions will be reopened later under UNMIK control.

Division of Administration

104. The Director of the Division of Administration has overall responsibility for the management of human and financial resources and the support operations of UNMIK, and advises the Special Representative of the Secretary-General on internal administrative management issues. Through the Executive Committee, the Division of Administration is directly involved in decisions relating to mission integration, the setting of administrative priorities, the phasing and designation of tasks, ensuring effective coordination both within UNMIK and with outside agencies, and the setting of overall mission policy.

105. The headquarters of UNMIK are located in Pristina. The Mission is also deployed throughout 29 municipalities and at five regional headquarters (Pristina, Pec, Prizren, Gnjilane and Mitrovica). Liaison offices are maintained in Skopje, Tirana, Belgrade and, eventually, Podgorica.

106. The institution-building pillar of UNMIK, under the leadership of OSCE, includes police education and development, media development, protection of human rights, democratization and the organization of elections. It is composed of the Department of Administration and Support, the Department of Police Education and Development, and the Departments of Elections, Human Rights, Rule of Law, Media Affairs and Democratization.

107. The reconstruction pillar of UNMIK, led by the European Union, is responsible for creating a modern, well-functioning market economy and helping to restart economic activity and promote a dialogue on economic issues with the region. These tasks involve devising and implementing a budget that covers essential public functions and their financing; establishing a banking and payments system and an appropriate regulatory environment; determining what currencies are to be used in Kosovo and under what conditions; ensuring that public utilities restart and institute appropriate user charges; setting up regulators in sectors such as telecommunications to grant licences; and coordinating the mobilization of external financing and technical assistance in support of these and other urgent needs.

108. The strength of the Mission to be financed from the UNMIK special account established by the General Assembly in resolution 53/241 of 28 July 1999 consists of 38 military liaison officers, 4,718 civilian police, 1,207 international staff, 3,578 local staff, 10 National Officers and 203 United Nations Volunteers. It covers the Office of the Special Representative and the Civil Administration pillar.

IV. Contributions made under the status-of-mission agreement

109. Since the international civil presence, known as the United Nations Interim Administration Mission in Kosovo (UNMIK), was authorized under Chapter VII of the Charter of the United Nations, an agreement between the United Nations and the Government of Yugoslavia on the status of UNMIK in Kosovo is not required.

110. In discharging its functions, UNMIK will have to use the territory of the Federal Republic of Yugoslavia outside Kosovo as well as other territories neighbouring Kosovo for operational reasons. In this respect, it should be recalled that the Security Council demanded, in paragraph 18 of its resolution 1244 (1999), that all States in the region cooperate fully in the implementation of all aspects of the resolution. While it is expected that all States in the region will comply with the resolution by cooperating with UNMIK, the United Nations might initiate, as appropriate, an exchange of letters to constitute an agreement with each of the relevant States, including the Federal Republic of Yugoslavia (outside Kosovo), to regulate the status of UNMIK in transiting such States.

V. Voluntary contributions and trust funds

A. Voluntary contributions

(United States dollars)

		Value	
Government organization	*Contribution*	*10 June 1999 to 30 June 2000*	*1 July 2000 to 30 June 2001*
Switzerland	Radio station	585 500	-

B. Trust funds

(United States dollars)

	Estimated		
	Receipts	*Expenditures*[a]	*Pledged*
Trust fund to support the United Nations Interim Administration Mission in Kosovo			
Cash contributions			
1 July 1999 to 30 June 2000	32 973 930	24 197 615	260 400
1 July 2000 to 30 June 2001			
Contributions in kind			
1 July 1999 to 30 June 2000			
1 July 2000 to 30 June 2001			
Total	**32 973 930**	**24 197 615**	**260 400**

[a] As at 31 December 1999.

VI. Status of reimbursement to formed unit-contributing Governments

A. Current formed unit contributors

111. The Governments of Argentina, Spain, India, Pakistan, Jordan, Ukraine, Poland and the Russian Federation have agreed to provide formed police units.

B. Status of reimbursement

112. No formed police units have been deployed to date; therefore, no reimbursements have been made.

VII. Contingent-owned equipment and self-sustainment

A. Method of reimbursement

113. Memoranda of understanding have not yet been signed with countries which will provide formed police units and equipment to UNMIK. It is expected that the 10 formed police units to be provided will opt for the wet lease arrangements for reimbursement of contingent-owned equipment.

B. Requirements

1. Major equipment

114. Requirements for reimbursement of major equipment to 10 formed police units are estimated at $4,396,200.

2. Special equipment

115. Requirements for special equipment for one formed unit are estimated at $9,559.

3. Self-sustainment

116. Requirements for self-sustainment are included in the cost estimates for the period from 1 July 2000 to 30 June 2001, which are projected at $868,694, as follows:

Category	*Amount (United States dollars)*
Office	60 306
Minor engineering	39 716
Catering	35 824
Communications	322 713
Medical	261 278
Observation	14 323
Miscellaneous general stores	134 534
Total	**868 694**

4. Mission factors

117. Mission factors intended to compensate formed unit-contributing countries for extreme operational conditions in the mission area apply to the monthly reimbursable rates, as indicated in the table below:

Mission factors	*Percentage*
Extreme environmental conditions	1.0
Intensified operational conditions	0.8
Hostile action/forced abandonment	1.0
Incremental transportation	1.75

VIII. Staffing requirements

A. Changes in staffing requirements

	Number of posts		
	Current staffing	*Proposed staffing requirements*	*Net change*
International staff			
Under-Secretary-General	1	1	-
Assistant Secretary-General	3	2	(1)
D-2	7	11	4
D-1	30	26	(4)
P-5	76	77	1
P-4	259	275	16
P-3	230	261	31
P-2/P-1	30	31	1
Subtotal	**636**	**684**	**48**

	Number of posts		
	Current staffing	*Proposed staffing requirements*	*Net change*
General Service (Principal level)	6	6	-
General Service (Other level)	281	281	-
Subtotal	**287**	**287**	**-**
Field Service	183	194	11
Security Service	42	42	-
Subtotal	**225**	**236**	**11**
Total, international staff	**1 148**	**1 207**	**59**
Local staff	3 282	3 578	296
National Officers	12	10	(2)
United Nations Volunteers	203	203	-
Subtotal	**3 497**	**3 791**	**294**
Total	**4 645**	**4 998**	**353**

118. Changes to the staffing table approved for the period ending 30 June 2000 for a net increase of 353 posts include:

(a) A net increase of 13 posts for the Office of the Special Representative of the Secretary-General resulting from the increase of 17 posts (three D-2, seven P-3, one P-2, and six Local level), offset by the decrease of 4 posts (one D-1, two P-5 and one P-4);

(b) An increase of 198 posts for the Office of the Deputy Special Representative of the Secretary-General for Civil Administration resulting from 201 additional posts (two D-2, four P-5, 25 P-4, 19 P-3, two P-2, one General Service (Other level) and 148 Local level), offset by a decrease of three D-1 posts;

(c) A decrease of 40 posts for the Office of the Deputy Special Representative of the Secretary-General for Humanitarian Affairs (one ASG, one D-2, two P-5, eight P-4, two P-3, three P-2, three Field Service, two General Service (Other level) and 18 Local level);

(d) An increase of 182 posts for the Division of Administration — 184 new posts (one P-5, seven P-3, one P-2, 14 Field Service, one General Service (Other level) and 160 Local level), offset by a reduction of two National Officers.

119. The detailed breakdown by office is shown in section B below.

120. In the previous UNMIK budget, provisions for 203 United Nations Volunteers were reflected under the Division of Administration. In the current budget, 196 United Nations Volunteers are reflected in the Department of Public Services of the Civil Administration pillar, where these personnel have been assigned to perform operational functions. A total of seven United Nations Volunteers are assigned to the Division of Administration, including four medical specialists in the UNMIK Medical Service and three in the United Nations Volunteers Support Unit, where

they process entitlements and administrative actions and maintain attendance and other records of United Nations Volunteers in UNMIK. An additional 500 Volunteers are required in order to assist in the registration being conducted jointly with the OSCE pillar. These additional Volunteers will be retained until September 2000 to assist in the municipal elections. The activities of the Volunteers are coordinated and managed by a Programme Manager contracted through the United Nations Volunteers Office in Bonn; consequently, the P-4 post of head of the United Nations Volunteers Support Unit in the current budget is being eliminated.

121. The institution-building pillar of UNMIK, under the leadership of OSCE, includes police education and development, media development, protection of human rights, democratization and the organization of elections. It is composed of the Department of Administration and Support, the Department of Police Education and Development, and the Departments of Elections, Human Rights, Rule of Law, Media Affairs and Democratization.

122. The reconstruction pillar of UNMIK, led by the European Union, is responsible for creating a modern, well-functioning market economy and helping to restart the economic activity and promote a dialogue on economic issues with the region. These tasks involve devising and implementing a budget that covers essential public functions and their financing; establishing a banking and payments system and an appropriate regulatory environment; determining what currencies are to be used in Kosovo and under what conditions; ensuring that public utilities restart and institute appropriate user charges; setting up regulators in sectors such as telecommunications to grant licences; and coordinating the mobilization of external financing and technical assistance in support of these and other urgent needs.

Office of the Special Representative of the Secretary-General

123. The transfer of the Office of Gender Affairs to Civil Administration results in the redeployment of five posts (one P-5, one P-4, one General Service (Other level) and two Local level) out of the Office of the Special Representative of the Secretary-General. The incorporation of the regional liaison offices into the Regional Affairs and Liaison Unit of the expanded Office of Political Affairs results in the redeployment of 13 posts (one D-1, one P-5, two P-3, three General Service and six local staff).

124. *Office of the Legal Adviser*: The reclassification of the post of Legal Adviser from D-1 to D-2 is proposed. The level of D-2 for the post of Legal Adviser is essential in order to attract an individual with the skills and experience described in paragraph 30 above.

125. *Office of Political Affairs*: The breadth and complexity of this Mission demands high-level political supervision and representation, and the Head of the Office of Political Affairs must accordingly possess D-2 level professional experience and stature to undertake effectively his/her responsibilities. The proposed classification of the Director and Deputy Director positions at the D-2 and D-1 levels, respectively, as was initially proposed, is consistent with the scope of their responsibilities and the need for a senior diplomatic profile in the region. This profile and responsibility level will only become more important in the coming phase as regional issues are increasingly coming to the fore, including through intensified consultations on issues relating to an eventual political settlement for Kosovo.

126. Such consultations are the direct responsibility of the Director of Political Affairs and his/her Deputy. The Office advises and supports the Special Representative in contacts with political leaders in Kosovo, as well as in the wider region and with international partners, towards all mandated objectives. Additionally, in support of the Special Representative's ultimate authority over the activities of all joint interim structures, the Office performs the central political advisory role to the Special Representative and his Deputies in the implementation of UNMIK joint administration strategies for Kosovo, including the new Joint Interim Administrative Structure (JIAS), as well as the security and public order structures which lie outside of the JIAS competence. The Office is also primarily responsible for the Mission's extensive reporting requirements to United Nations Headquarters. These multidimensional and complex functions require substantial staff resources at both the senior and junior professional levels, as well as appropriate support staff.

127. Given the political developments in the Mission and the need to enhance political guidance in all areas, restructuring and enlargement of the Office has been undertaken in order to make it more responsible to evolving needs and to ensure that consistent and cohesive political guidance is provided to all offices and components within UNMIK. This restructured Office, comprising four distinct units, is designed to ensure enhanced coordination in the rendering of political guidance in all areas. The Unit of Kosovo Political Affairs and Joint Interim Administrative Structures Secretariat has been established in response to increased political demands following from the recent establishment of JIAS and the Interim Administrative Council. Existing political advisory functions on security, public order and justice issues, at present performed primarily by a single P-3 Political Affairs Officer, are enhanced by the establishment of an Advisory Unit on Security and Justice. The Regional Affairs and Liaison Unit consolidates the existing functions dedicated to regional analysis and diplomatic liaison, and includes the three regional liaison offices in Skopje, Tirana and Podgorica. To better serve the increasing demand for comprehensive reporting, the mission reporting and written political analysis functions are consolidated and enhanced in a Political Reporting Unit.

128. Four new P-3 posts are proposed: one to act as Secretary to the Kosovo Transitional Council; one to serve as Political Liaison Officer to the Kosovo Serb and Roma Leadership; one to serve as Political Liaison Officer to other minority leaderships; and one to strengthen the Political Reporting Unit. A new P-2 post is also proposed to support the work in the Advisory Unit on Security and Justice.

129. *Office of the Spokesman and Public Information*: The current period, at least through the elections towards the end of 2000, will be the most critical period in the UNMIK public information programme. As pillar II, Civil Administration, becomes fully operational, effective public information strategies must be developed and implemented. In addition, the Director and Spokesman will continue to coordinate the image of UNMIK, including the three pillars, to ensure that the Mission speaks with one voice. It must be noted that the initial emergency period is now over and that long-term foundations are being laid with increasing activities and programmes at all levels of the Mission. The creation and functioning of the Interim Administrative Council requires an entirely new dimension of media and public information strategies for the Division of Public Information. During this period, the need for mature and trusted media advice for the Special Representative is acute. It may prove practical to draw down some public information activities after the

elections and a local administration is in place. However, in the interim, the post of Spokesman and Director of Information should be at a senior D-2 level, supported by a D-1 Deputy, and it is requested that these posts be reclassified from their current D-1 and P-5 levels.

130. One new P-5 post, Information Officer, and one new General Service post are proposed in connection with the public affairs strategy for the Mitrovica plan and for the external Mitrovica's appeal.

131. *Office of Human Rights and Minority Affairs*: The reconfigured Office of Human Rights and Minority Affairs will be responsible for a proactive approach to human rights and for facilitating an enhanced minority perspective in all UNMIK activities to counteract the extensive and severe violations of fundamental human rights carried out against the members of minority groups. The Office will build on its human rights mandate in Security Council resolution 1244 (1999) through the provision of up-to-date information, analysis and strategic proposals on human rights and minority affairs, while continuing to monitor compliance of UNMIK policies and regulations with relevant United Nations and other international standards. In addition to coordinating the action of appropriate UNMIK offices and intergovernmental and non-governmental organizations, the Office of Human Rights and Minority Affairs will maintain regular relationships with the various minority groups and their political leaders.

132. Three new P-3 posts are proposed: two for Minority Affairs Officers, who would be responsible for maintaining contacts with minority groups and for the monitoring of policy implementation throughout Kosovo; one for a Community Relations Officer who will be responsible for promoting adherence to the United Nations code of conduct and applicable regulations by UNMIK personnel and for fostering respectful and peaceful relations among members of the Mission and the local population.

133. *Military Liaison Office*: Eight new local-level posts are proposed for the Military Liaison Office to assist UNMIK staff and Military Liaison Officers as language assistants to perform translation and interpretation functions with the regional teams and in the Situation Centre in Pristina.

Office of the Deputy Special Representative of the Secretary-General for Civil Administration

134. The Civil Administration pillar of UNMIK now consists of: (a) the Office of the Deputy Special Representative; (b) five regional offices; (c) 14 departments which mirror the Joint Interim Administrative Structure departments: Agriculture, Transport and Infrastructure, Education and Science, Public Services, Health and Social Welfare, Civil Security and Emergency Preparedness, Youth, Sports, Culture, Justice, Post and Telecommunications, Environment, Local Administration, Labour and Employment; (d) Police; and (e) Mine Action. In addition, the Office of the Deputy Special Representative includes a Monitoring Unit, a Statistics Section and an Office of Gender Affairs. The increase of 198 posts includes 27 posts for Mine Action that are being transferred from Humanitarian Affairs, 38 posts related to the restructuring of Civil Administration, 128 additional posts for the Department of Police for language assistants and five posts for the Office of Gender Affairs being transferred from the Office of the Special Representative.

135. Following the restructuring of the offices under the Civil Administration pillar, two D-2 posts originally reflected under the Department of Economic Affairs and Natural Resources and the Department of Administrative Support Services have been realigned, one each to the Office of the Deputy Special Representative and the Department of Public Services. The Director in the Office of the Deputy Special Representative for Civil Administration assists the Deputy Special Representative in the coordination of activities within pillar II and provides direct assistance in the administrative responsibilities related to JIAS, as indicated in paragraphs 45 to 48.

136. The detailed staffing structure is shown in the organization chart contained in annex IV.B.

Regional offices

137. Two D-1 posts are proposed for upgrading to D-2 for the Regional Administrators of Pristina and Mitrovica. The role of the Regional Administrators is crucial at the initial stages of deployment when the municipal administrations are still far from achieving their staffing targets. Municipal administrators are experienced and seasoned officials providing mature leadership and direction to the local-level structures. They are supported by officials who are experts in the various fields of local administration and finance. In view of the particular situations in Pristina, the main municipality of Kosovo, and Mitrovica, where serious ethnic clashes continue, it is proposed to upgrade two D-1 posts to D-2 for the Regional Administrators in these regions. This upgrading is justified by the complexity of their tasks during their prior, highly political profile; the managerial and decision-making capacity required; and the need to be capable of exercising a high degree of discretion, taking into account political developments.

138. An additional 10 posts (five P-4 and five P-3) are proposed to strengthen the Mission's presence in the Mitrovica region in accordance with the Special Representative's strategy for meeting the critical needs of that area.

139. Mitrovica remains the most significant flashpoint in Kosovo and the resolution of the conflict is critical to the success of UNMIK. As part of the strategy to deal with that situation, it is necessary to have a larger number of Civil Affairs Officers for Mitrovica in both the northern and southern sectors. These additional staff will be used to carry out liaison with local leaders, assess development, and to propose and implement strategies to strengthen the Mission's presence in the region. It is therefore proposed to add these 10 new posts (five P-4 and five P-3) to the staff for the Mitrovica regional office. These posts will be used to deploy staff in those sectors required to meet the priority needs of the regional strategy in the light of the rapidly changing political situation in that volatile area.

Municipalities

140. In all municipalities, staffing levels envisage teams comprising an average of six Professionals each. A total of 193 Professional staff is proposed, including 20 P-5, 68 P-4 and 105 P-3. The increase of 20 Professional posts is offset by a redeployment of posts from the former Department of Economic Affairs and Natural Resources. Each team will be headed by a municipal administrator (equivalent of mayor) at the P-4 or P-5 level, depending on the size and complexity of the municipality, who oversees policy directives, interfaces with local structures and ensures the effective and non-discriminatory provision of services. Each team will typically comprise four Civil Administration Officers (P-4/P-3) to oversee the main

substantive sectors of the municipality and one Civil Affairs Officer (P-4/P-3) dealing with the political aspects. Building up and reinforcing the municipal structures is an essential priority for the Mission, since they constitute the basic institutional unit for a democratic and pluralistic future, where all citizens, irrespective of ethnicity, religion or ideology, will be able to participate in the political and institutional life of Kosovo. Twenty additional posts (10 P-4 and 10 P-3) are proposed to staff local community offices in those municipalities having substantial multi-ethnic composition to ensure the access of minority communities to public services at the municipal level. These posts are included in the above figures.

141. The Civil Administration pillar has also appointed and deployed several experienced Civil Affairs Local Community Officers in selective municipalities with significant minority population. The aim of this initiative has been to increase the presence of UNMIK in areas where minorities live in order to contribute to a further improvement of their security and to extend the provision of essential administrative services at the grass-roots level. Their presence will facilitate access of the local minority population to essential public services. Twenty villages/communities have been identified for the deployment of these officers.

142. With regard to the number of staff in each location, municipalities have been divided into seven categories depending on population estimates and on the Kosovo budget allocation for each municipality, which are indicators of the overall complexities and workload. The requirement for international professional staff has been determined on the basis of these factors, taking into account the reductions prescribed by the General Assembly in its last budget approval. For example, the Municipality of Pristina, with a population estimated at nearly 200,000 people, requires nine international Professional staff, whereas the Municipality of Prizren, with a similarly large estimated population, is being assigned only seven Professional staff. The reason for this is that Pristina has a far higher Kosovo budget allocation (DM 2.8 million as compared to DM 1.9 million for Prizren), resulting in higher need of administrative capacity.

143. At the beginning of the Mission, prison facilities in Kosovo have been under the responsibility of KFOR. That responsibility must be transferred to Civil Administration, which is initially taking on the management of three prison facilities: Istok, Prizren and Lipjan. Additional posts are required in the Penal Management Section of the Department of Justice to ensure the operation of these facilities in accordance with international standards and to train local prison staff who will eventually assume this responsibility. It is proposed to create a post (P-4) for corrections planning and information management. The incumbent will be responsible for developing strategic objectives and operational business plans for the Kosovo Correctional Service in accordance with internationally recognized prison rules, human rights standards and correctional best practices, and for developing and implementing an integrated offender information management system. It is proposed to create a post (P-4) for the head of correctional operations. The incumbent will be responsible for developing correctional operations, including security, offender classification and management, and recruitment, training and monitoring of local correctional operations staff. In addition, it is proposed to create six posts (four P-4 and two P-3) for correctional administrators who will ensure direction for operations and security at the three prison facilities. As these facilities

must be operated on a 24-hour/day, seven-day/week basis, two posts are required for each facility.

144. It is proposed to upgrade one P-4 post to P-5 for an Agriculture Marketing Specialist in the Department of Agriculture. A new agricultural economic system is to be established in Kosovo based on private initiative, free markets and small enterprises, which breaks with the past and introduces new marketing concepts. The necessary expertise is not available in Kosovo and a marketing expert is of paramount importance to put the agricultural marketing system on track from the beginning. The incumbent will be responsible for developing a strategy and policies to implement a balanced, consistent agricultural market system.

Office of the Deputy Special Representative of the Secretary-General for Humanitarian Affairs

145. As envisaged in paragraph 6 above, it is the Secretary-General's intention to phase out the humanitarian affairs pillar by mid-2000. The 13 posts currently provided for Humanitarian Affairs have been deleted from the proposed staffing table and the 27 posts for Mine Action are included under Civil Administration.

Division of Administration

146. Changes in the structure and staffing requirements of the Division are in keeping with the changing logistical and managerial requirements of the Mission and also take account of the experience gained since the inception of UNMIK on 10 June 1999. The specific changes are as follows.

147. *Medical Service*: The UNMIK Medical Service provides first-level medical assistance in its clinic in Pristina and in four subclinics in the regions to 9,754 civilian personnel and military liaison officers. The UNMIK Medical Service must be equipped to provide first aid and emergency assistance in cases of minor wounds and shock, stabilization for evacuation, immobilization of fractures, treatment of common illness, and routine laboratory analysis as well as the administration of routine medical examinations, immunizations and inoculations. Additional posts are proposed in this area for a Medical Officer at the P-4 level and for seven local-level personnel (four paramedics and three ambulance drivers).

148. *Security Section*: The Security Section will require an additional 40 local-level posts to perform patrol and general security functions in the premises occupied by UNMIK staff members. The expansion in staffing of the Section is due to the increase in the number of physical locations utilized by UNMIK in Pristina from an initial 8 to the current total of 18 locations.

149. *United Nations Volunteers Support Unit*: The number of United Nations Volunteers (196) carrying out operational functions in the Civil Administration pillar is now reflected under the Department of Public Services. Four United Nations Volunteers are reflected under the Medical Services and the remaining three Volunteers perform the functions described in paragraph 120 above.

150. *Language Unit*: The Language Unit will require the addition of three P-3 posts for internationally recruited interpreters and translators. One General Service post is required for an Administrative Assistant to support the Chief in the day-to-day management of the office, such as documentation flow and work assignments, and to ensure the confidentiality of sensitive material processed by the Language Unit.

Six additional local-level posts are required to provide a pool of Language Assistants. Two National Officer posts are proposed to be eliminated in this area owing to difficulties in obtaining the services of suitably qualified officers.

151. *Logistics Operations Support Section*: It is proposed to consolidate a number of logistics services under the Logistics Operations Support Section, which will comprise the existing organizational units of logistics operations, air support, movement control, the issue of memoranda of understanding, and contract management. The creation of the Logistics Operations Support Section will reduce the fragmentation of the units delivering logistics services to the Mission. These consolidations will result in a total decrease of 36 posts (one P-4, one P-3, one P-2, seven Field Service, two General Service and 24 Local level).

152. *Supply Section*: As the full deployment of international and local staff, civilian police and military liaison officers authorized for UNMIK is achieved, considerable stress is being placed on the capacity of the Mission to ensure a balanced and economical supply of consumable items for its personnel. In this connection, it is proposed to reclassify the post of Chief of the Supply Section to the P-5 level, to ensure proper planning and timely requisitioning of supplies. Three additional P-3s are also being proposed. A Deputy Chief and Supply Planning Officer (P-3) will be responsible for planning mission requirements, the formulation of procedures and the assignment of tasks in the Section. The Contracts Management Officer (P-3) will be responsible for the supervision and management of the rations supply and catering contracts for the Special Police Units as well as the contract for the provision of 280 photocopiers in the mission area. Under the guidance of the Chief of the Supply Section, the Chief of the Asset Disposal Unit and Environmental Officer (P-3) formulates the requests for bidding for the disposal of scrap and contaminated waste, and oversees the management of related contracts throughout the mission area. The P-4 post will be eliminated.

153. The Section will also require three additional Field Service posts: one to assist the Contracts Management Officer on the rations and catering contracts. He/she will provide the operational verification of compliance by suppliers and caterers with contractual agreements and the maintenance of quality assurance in the delivery of goods and services to the Mission; a Contracts Supervisor, responsible for the serviceability of leased photocopiers and the verification levels of service invoiced; and a Supply Officer, who will be responsible for the coordination of the delivery of goods and services through the Supply Section to the four regional offices outside of Pristina. Additional staffing is proposed to provide three General Service posts for the functions related to the updating of information for the field asset control system as well as 16 local-level posts to assist with maintenance of equipment, order picking, packaging and distribution.

154. *Electronic Data Processing Section*: The Electronic Data Processing Section will require one P-3, two P-2, three Field Service and six local-level posts. The P-3, as head of the Regional Support Unit, will provide direct coordinated support for the management and organization of the regional electronic data-processing units, including all administrative, operational and computerization-related aspects office automation and electronic data processing.

155. One of the P-2s will be a Special Projects Officer who will plan, design, implement and manage special electronic data-processing projects. The other will be a Network Administration Associate Officer, who will assist in the preparation of a

network cabling project, establish and monitor standards for network connectivity throughout the Mission, develop and implement effective and efficient procedures for network user administration, develop strategies for streamlining network client installations as well as administer and manage network client-server operating systems licences.

156. Of the three Field Service posts, one will carry out the functions of Network Cabling Technician, to prepare specifications for networking hardware and the design of installations; one will assist the Special Projects Officer; and the other will carry out functions as a Workshop Technician Supervisor. The person will provide technical support in the installation and maintenance of computer hardware in UNMIK. Six local-level posts are proposed to be added to the staffing of the Electronic Data Processing Section to provide assistance in the areas of regional support, special projects, and in the coordination of acquisition of data from all pillars for inclusion in the UNMIK telephone directory, the tracking of the assignment of electronic data-processing and telephone equipment through the Mission and the maintenance and updating of the Asset Control System. Two General Service posts are being eliminated.

157. *Engineering Section*: The Engineering Section will require the addition of a P-4 post for the functions of Chief of the Buildings Management Unit, which will be responsible for all engineering support to the UNMIK premises in Pristina. A P-4 post will be required for the Chief of Regional Engineers Unit, who will supervise the work of the engineering staff in the regional offices, will coordinate the implementation of projects, organize regional logistics bases and coordinate procurement activity in the regions. A P-3 post will be required for the Chief of the Assessment Team, who will be responsible for the provision of technical support in the assessment of buildings and other premises in the mission area. Three additional Field Service posts will be required: Construction Supervisor, Electrical Supervisor and Generator Foreman.

158. *Communications Section*: The total number of communications staff remains at 152; however, one additional General Service (Other level) post is proposed for an Administrative Assistant and one local-level post will be eliminated.

159. *Transport Section*: The Transport Section will require additional personnel to support the convoys of vehicles and material and to support the activities of the UNMIK Civilian Police over the entire Mission area. Twelve Field Service Officers are required for the functions of Transport Officers for Maintenance Operations (8 posts), for Fleet Operations (3) and for Transport Stores (1). A total of 110 local-level posts are required for the functions of Driver (38 posts), Mechanic (43 posts), Administrative Assistant (1), Storeman (2), Panel Beaters (10), Washers (10) and Recovery Personnel (6).

B. Current and proposed staffing table

	Professional category and above									General Service and related categories								
	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2 P-1	Total	Field Service	Principal level	Other level	Security Service	Total	Local staff	National Officers	United Nations Volunteers	Grand total
Office of the Special Representative of the Secretary-General																		
Current	1	1	1	9	14	28	30	6	**90**	-	-	34	-	**34**	68	-	-	192
Proposed	1	1	4	8	12	27	37	7	**97**	-	-	34	-	**34**	74	-	-	205
Office of the Deputy Special Representative of the Secretary-General/Civil Administration																		
Current	-	1	4	19	51	200	160	-	**435**	-	-	160	-	**160**	1 900	-	-	2 495
Proposed	-	1	6	16	55	225	179	2	**484**	-	-	161	-	**161**	2 048	-	196	2 889
Office of the Deputy Special Representative of the Secretary-General for Humanitarian Affairs																		
Current	-	1	1	-	2	8	2	3	**17**	3	-	2	-	**5**	18	-	-	40
Proposed	-	-	-	-	-	-	-	-	**-**	-	-	-	-	**-**	-	-	-	-
Reconstruction[a]																		
Institution-building[a]																		
Division of Administration																		
Current	-	-	1	2	9	23	38	21	**94**	180	6	85	42	**313**	1 296	12	203	1 918
Proposed	-	-	1	2	10	23	45	22	**103**	194	6	86	42	**328**	1 456	10	7	1 904
Current	**1**	**3**	**7**	**30**	**76**	**259**	**230**	**30**	**636**	**183**	**6**	**281**	**42**	**512**	**3 282**	**12**	**203**	**4 645**
Proposed	**1**	**2**	**11**	**26**	**77**	**275**	**261**	**31**	**684**	**194**	**6**	**281**	**42**	**523**	**3 578**	**10**	**203**	**4 998**

[a] Staff to be provided by the European Union and the Organization for Security and Cooperation in Europe, respectively.

Annex I

Cost estimates for the period from 1 July 2000 to 30 June 2001

A. Summary statement

(Thousands of United States dollars)

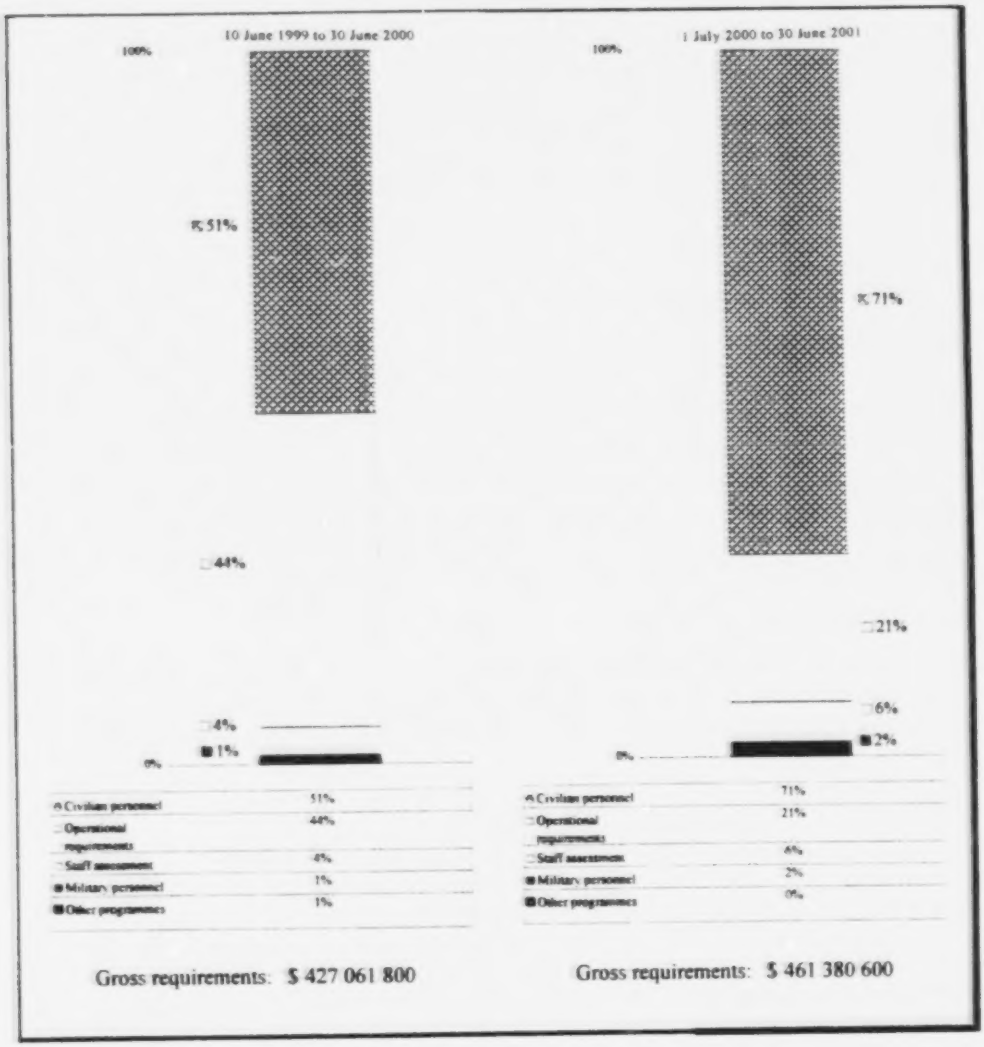
	(1)	(2)	(3)	(4)
	1 July 1998 to 30 June 1999	*10 June 1999 to 30 June 2000*	*1 July 2000 to 30 June 2001*	
Category of apportionment	*Expenditures a*	*Apportionment b*	*Total estimates*	*Non-recurrent estimates*
I. Military personnel				
1. Military observers	-	1 056.2	1 205.9	-
2. Military contingents	-	-	-	-
3. Other requirements pertaining to military personnel				
(a) Contingent-owned equipment	-	-	4 405.7	-
(b) Self-sustainment	-	-	868.7	-
(c) Death and disability compensation	-	1 640.0	1 840.0	-
Subtotal, line 3	-	1 640.0	7 114.4	-
Total, category I	-	**2 696.2**	**8 320.3**	-
II. Civilian personnel				
1. Civilian police	-	97 427.7	134 655.2	-
2. International and local staff	-	112 601.9	177 825.8	-
3. United Nations Volunteers	-	6 513.8	16 868.2	-
4. Government-provided personnel	-	-	-	-
5. Civilian electoral observers	-	-	-	-
Total, category II	-	**216 543.4**	**329 349.2**	-
III. Operational requirements				
1. Premises/accommodation	-	10 272.5	16 008.6	10 219.3
2. Infrastructure repairs	-	-	316.0	316.0
3. Transport operations	-	77 308.9	15 588.5	5 403.3
4. Air operations	-	11 376.3	8 990.7	-
5. Naval operations	-	-	-	-
6. Communications	-	46 558.5	25 766.7	15 179.7
7. Other equipment	-	31 601.9	12 520.0	10 199.1
8. Supplies and services	-	10 007.5	16 721.4	-
9. Air and surface freight				
(a) Transport of contingent-owned equipment	-	-	-	-
(b) Commercial freight and cartage	-	1 300.0	500.0	-
Subtotal, line 9	-	1 300.0	500.0	-
Total, category III	-	**188 425.6**	**96 411.9**	**41 317.4**

	(1)	(2)	(3)	(4)
	1 July 1998 to 30 June 1999	*1 July 1999 to 30 June 2000*	*1 July 2000 to 30 June 2001*	
Category of apportionment	*Expenditures* [a]	*Apportionment* [b]	*Total estimates*	*Non-recurrent estimates*
IV. Other programmes				
1. Election-related supplies and services	-	-	-	-
2. Public information programmes	-	1 168.0	631.3	-
3. Training programmes	-	358.5	268.3	-
4. Mine-clearing programmes	-	900.0	-	-
5. Assistance for disarmament and demobilization	-	-	-	-
Total, category IV	-	**2 426.5**	**899.6**	-
V. United Nations Logistics Base at Brindisi	-	-	-	-
VI. Support account for peacekeeping operations	-	-	-	-
VII. Staff assessment	-	**16 970.1**	**26 399.6**	-
Gross requirements, categories I-VII	-	427 061.8	461 380.6	41 317.4
VIII. Income from staff assessment	-	**(16 970.1)**	**(26 399.6)**	-
Net requirements, categories I-VIII	-	410 091.7	434 981.0	41 317.4
IX. Voluntary contributions in kind (budgeted)	-	**585.5**	-	-
X. Voluntary contributions in kind (non-budgeted)	-	-	-	-
Total	-	**427 647.3**	**461 380.6**	**41 317.4**

[a] Not applicable.

[b] Based on appropriation provided by the General Assembly in resolution 54/245.

B. Distribution of gross requirements by major cost component [a] [b]



[a] Other programmes represent less than 1 per cent of total resources.

[b] Total may not add up to 100 per cent because of rounding.

C. Supplementary information

1. The proposed budget for the 2000/01 fiscal period is based on the strength of 38 military liaison officers, 4,718 civilian police, 1,207 international staff, 3,578 local-level staff, 10 National Officers and 203 United Nations Volunteers. The cost estimates for international staff take into account a 10 per cent vacancy rate as well as the non-entitlement to post adjustment of 65 per cent of the staff in the Professional and Field Service categories who are mission appointees. Cost estimates for local-level staff, United Nations Volunteers and civilian police each reflect a 5 per cent vacancy rate. The requirements for various items under miscellaneous supplies and services have also been adjusted to take account of vacancy factors. Total reductions to the budget as a result of technical adjustments amount to approximately $24.9 million.

Military personnel

Apportionment: $2,696,200; estimate: $8,320,300; variance: $5,624,100

2. The increase of $5,624,100 under this heading relates to requirements for the contingent-owned equipment ($4,405,700) and self-sustainment ($868,700) for 10 formed police units to be deployed in the mission area. An additional requirement of $99,400 is also needed for the rotation of military liaison officers, whereas the previous budget only provided for one-way deployment travel.

Military liaison officers

3. Out of the authorized strength of 38 military liaison officers, 37 were deployed as at 15 March 2000. The cost estimates provide for mission subsistence allowance, clothing and equipment allowance and rotation travel of 38 military liaison officers at the rates shown in annex II.A.

Other requirements pertaining to military personnel

4. The cost estimates include provision of $4,405,700 for the reimbursement to formed police unit-contributing countries for the equipment brought into the mission area, based on a wet-lease arrangement and $868,700 for self-sustainment. Provision of $1,840,000 is also made to cover potential claims for the death, disability or injury of military liaison officers or civilian police. Requirements have been calculated at an average cost of $40,000 per claim for 46 claims, based on 1 per cent of the average monthly strength.

Civilian personnel

Apportionment: $216,543,400; estimate: $329,349,200; variance: $112,805,800

Civilian police

5. The cost estimates are based on the deployment of 3,558 civilian police and 1,160 members of the formed police units. Requirements of the civilian police include rotation travel, mission subsistence allowance and clothing and equipment allowance. Provisions for the formed police units are made for police cost reimbursement, welfare, rations and daily allowance. The civilian police

requirements were estimated at the rates shown in annex II.A. A 5 per cent vacancy factor was applied in calculating the costs.

International and local staff

6. The cost estimates for international staff are based on New York standard costs for 1,207 staff and are inclusive of a 10 per cent vacancy rate. Based on experience in the region, salaries of international staff have also been adjusted to take into account the non-entitlement to post adjustment of 65 Professional and Field Service staff who are classified as mission appointees. Additionally, common staff costs for international staff have been calculated at 40 per cent of adjusted net salaries, which is less than the adjusted standard cost amounts.

7. Salaries for National Officers and local staff reflect the scales currently applicable in the mission area. Costs for local staff take into account the application of a 5 per cent vacancy rate.

8. Provision of $138,000 is made under the contractual services line item for the services of two contract engineers for a period of six months ($78,000) and three engineering consultants for a period of two months ($60,000). These services are needed to provide technical assistance in the implementation of engineering projects.

9. Requirements for general temporary assistance include an amount of $775,000 for cleaning services to the Mission's premises located in the four regions. These services are required because of the unavailability of local contractors. The average number of cleaners is estimated at 115 and they will be required to work six days per week, eight hours per day, at $2.70 per hour. An additional requirement of $426,900 under this heading relates to engineering services for the implementation of projects, including construction of the facilities for co-location of logistics components. It is envisaged that 55 persons will be required on a temporary basis at $3.11 per hour, eight hours per day, for six days per week for the period. An amount of $316,800 is needed in the United Nations Logistics Base at Brindisi to assist weekly supply flights and twice-a-month surface convoys of vehicles and materials to UNMIK, based on an average monthly salary of $2,200 per person for 12 persons. A further requirement of $133,600 is needed for the operation of the heating plants and snow removal during the wintertime. A team of 30 persons will be required to work 8 hours a day, six days a week, at $3.57 per hour for the period of six months. There is also a need to hire additional security personnel for a period of six months ($142,000).

10. Requirements for other travel ($1,217,700) include travel to Headquarters by senior UNMIK staff. It is envisaged that the Special Representative, accompanied by three other staff members, will undertake eight five-day trips to Headquarters. Provision is also made for the travel of four Deputy Special Representatives to New York six times during the budget period. The cost estimates provide for the debriefing of the Police Commissioner and the Military Adviser upon completion of their tours of duty. Provision is also made for the travels of the Director of Administration, the Budget Officer, the Chief Engineer and the Regional Air Safety Officer to Headquarters.

11. The Special Representative is also expected to undertake eight three-day trips to Brussels and Geneva and six three-day trips to Vienna, accompanied by three

United Nations staff members. It is also envisaged that the four Deputy Special Representatives will each travel to Brussels, Vienna and Geneva six times.

12. There is also a requirement for 24 trips to the United Nations Logistics Base at Brindisi by UNMIK logistics personnel. Provision is also included for the travel of the Under-Secretary-General for Peacekeeping Operations and two staff members, 36 trips by Logistics, Finance and Personnel staff of the Field Administration and Logistics Division of the Department of Peacekeeping Operations and travel by staff of the Office of Internal Oversight Services.

13. Lastly, the cost estimates provide for the travel within the mission area, estimated at $2,000 per month, of UNMIK Police for internal investigations and Police selection assessment teams' travel.

14. The cost breakdown for other travel is shown in annex II.A.

United Nations Volunteers

15. The cost estimates provide for 203 United Nations Volunteers for the period from 1 July 2000 to 30 June 2001 ($11,108,200). Provisions are inclusive of a 5 per cent vacancy rate and are based on revised monthly costs for the United Nations Volunteers, specified in annex II.A. An additional 500 United Nations Volunteers will be required for the period from 1 July to 30 September 2000 to assist in the voter registration and the municipal elections scheduled for September ($5,760,000).

Operational requirements

Apportionment: $188,425,600; estimate: $96,411,900; variance: ($92,013,700)

16. The estimate of $96,411,900 includes non-recurrent requirements amounting to $41,317,400.

17. The estimate provides for premises/accommodation ($16,008,600), infrastructure repairs ($316,000), transport operations ($15,588,500), air operations ($8,990,700), communications ($25,766,700), other equipment ($12,520,000), supplies and services ($16,721,400), and air and surface freight ($500,000).

Premises/accommodation

18. The Mission's requirements for rental of premises include the Skopje Liaison Office, the Tirana Liaison Office, the official residences of the Special Representative of the Secretary-General and the Principal Deputy Special Representative of the Secretary-General in Pristina and regional clinics in the towns of Pec, Gnjilane, Prizren and Mitrovica. A detailed breakdown of rental requirements is contained in annex II.A.

19. Requirements for maintenance supplies are estimated at $1,240,000, which includes building supplies for the Pristina region ($750,000) and building supplies for other regions ($490,000). Most facilities occupied by UNMIK have had little or no maintenance for many years and also suffer from war damage. Maintenance services are estimated at a cost of $28,000 per month, including maintenance of fire extinguishers, air-conditioners, freezers and heating plants.

20. Requirements under construction/prefabricated buildings include construction of the facilities for co-location of logistics components and two UNMIK custom

posts. Construction of the facilities for co-location of logistics components includes site preparation, asphalt roads, construction of prefabricated offices, recreation facilities, fencing and lighting, a powerhouse, and engineering infrastructure. It is anticipated that two additional UNMIK border custom posts will be required during the period. Each post requires the erection of three containers, one ablution unit, a septic tank, a water tank, as well as standby power and preparation works.

21. The cost breakdown of requirements under this heading is shown in annex II.C.

Infrastructure repairs

22. The requirements under this heading ($316,000) include construction of 120 metres of access roads between the urban road network and the United Nations Logistics Bases in Pristina and the other four regions.

Transport operations

23. The cost estimates provide for the acquisition of 61 new vehicles and the replacement of 46 4x4 general purpose vehicles, as specified in annex II.C. Operating costs in respect of maintenance, petrol and insurance are based on the vehicle fleet of 3,038 United Nations vehicles and 199 vehicles owned by formed police units. An amount of $5,312,900 is provided for spare parts, repair and maintenance. Provisions are also made for petrol, oil and lubricants and for vehicle insurance at the rates specified in annex II.A.

Air operations

24. At present UNMIK is operating with two Sikorsky S-61 N helicopters stationed in Pristina which cover an area of operation of 10,887 square kilometres. In addition, one IL-76 heavy-lift fixed-wing cargo aircraft is based in Brindisi. It is proposed to replace one Sikorsky S-61 N helicopter with a utility-type medium-lift helicopter for the principal use of UNMIK Border Police to patrol within the borders of Kosovo for detection and prevention of criminal activities. This replacement helicopter will also be used to augment the general support helicopter when not required on border police patrols.

25. Information regarding flying hours, hire charges, fuel costs and insurance is provided in annex II.A.

Communications

26. The communications infrastructure in Kosovo is inadequate to provide the connectivity required by UNMIK. It is therefore essential that an extensive independent communications network with administrative capability be established and maintained. It is estimated that an UNMIK communications network is needed to directly support a large number of personnel, vehicles and up to 1,700 independent locations. In addition, secure facilities are required to support regional headquarters and border control operations.

27. A high percentage of VHF equipment will continue to be used in the mission area. The co-location of multiple repeaters at many sites reinforces the need for use of combiners to minimize interference between channels at repeater sites. Additional provision has been made, in the light of the security situation, for the introduction of

the paging facilities to regional level. The use of up to 500 base radios, 1,550 vehicle-mount and 3,150 hand-held portable radios is estimated. Additional provisions have been made, therefore, for VHF radios to facilitate a smooth changeover between VHF and UHF systems.

28. Increased requirements for UNMIK Police and Civil Administration usage of radio, owing to the lack of telephone connectivity, contributed to an increase in the quantity of UHF radios during the budgeted period. A network of up to 100 repeaters will support the need to provide substantial coverage for the use of portable radios. The need for antenna combiners has also been identified to minimize interference between co-located repeaters.

29. Major operational headquarters will continue to utilize fixed satellite installations as the primary source of phone, fax, and data connectivity. Owing to the fact that the local telecommunications infrastructure was almost completely destroyed, INMARSAT mini-M satellite telephones were a crucial step in establishing voice and fax connectivity in the remote areas. Also, the mini-M telephone, together with the essential VHF coverage, will allow mobile users to remain in contact with their base locations and is crucial for personnel security and for all operations outside of headquarters towns.

30. A total of 145 satellite locations are planned in the budgeted period, comprised of 78 UNMIK police locations, 44 Civil Administration locations and 23 UNMIK and KFOR locations throughout the mission area. Additional satellite equipment is therefore required for locations that do not have line of sight and are too remote to be linked by microwave links. Also, small telephone exchanges will be installed in remote locations as an internal means of communication and connectivity to the headquarters bases.

31. Detailed information on the items of VHF, UHF, satellite, switching and miscellaneous communications equipment is given in annex II.C.

Other equipment

32. Various items of office furniture, office equipment, electronic data-processing equipment, generators, observation equipment, fuel tanks, water and septic tanks, medical and dental equipment, accommodation, refrigeration, miscellaneous equipment and field defence equipment will be needed during the budget period to supplement the existing stocks. The requirement for metal detectors can be met from surplus stock at the Logistics Base, but all other equipment is being purchased. Detailed information on the requirements is shown in annex II.C.

Supplies and services

33. Requirements for audit services are estimated at $135,200.

34. Cost estimates for contractual services provide for cleaning, garbage collection and pest control, lease of 263 photocopiers, environmental cleanup, sewage disposal, laundry services, shoe repair, barber services and clothing alterations for 1,160 special police, and minor maintenance works.

35. Detailed information on requirements for supplies and services is provided in annex II.A.

Air and surface freight

36. Provision is made in the cost estimates to cover the cost of shipments from other missions.

Other programmes

Apportionment: $2,426,500; estimate: $899,600 ; variance: $1,526,900.

37. The requirements under this heading relate to public information ($631,300) and training ($268,300).

Public information programmes

38. Provision is made for supplies for the Print Unit and for the Radio and Television Unit. Provision is also included under contractual services for the printing of brochures, newsletters, bulletins, stickers, calendars, folders, programmes for special ceremonies, envelopes, letterheads, children's colouring books, posters, as well as for the translation of special publications and to meet photographic needs.

Training programmes

39. Requirements for training include upgrading of technical knowledge of new communications technologies being installed, and for enhancement of installation and maintenance skills. The training foreseen in this area includes the following: two-week training in secure VHF radio systems for two staff members; three-week training in trunking installations and configuration for five staff members; three-week training on DAMA satellites for three staff members; two weeks of basic-level training in use of the Ericsson switch MD 110 for two staff members; two-week training for three staff in Ericsson MD 110 installation and maintenance; and two weeks of training for three staff members in rigging and erecting Rohn towers.

40. Training is planned for 242 locally recruited transport personnel. In addition, the cost estimates provide for a winter safe driving and defensive driving course for all staff.

41. In order to train both security officers and the guard force, two weeks of training are recommended. The course will include hostage incident management training, a weapons instructor programme, incident command system training and ammunition for training and requalification purposes.

42. Provision is also made for training materials, books and computer-based tutorials in connection with electronic data-processing training. In addition, 20 staff members will require training in the areas of local/wide-area networks, Lotus Notes administration and programming, the Windows operating system, hardware repair and troubleshooting, as well as specialized seminars for Reality, Sun, the Field Personnel Management System, and the Field Assets Control System.

Staff assessment

43. The amount budgeted under this heading represents the difference between gross and net emoluments, that is, the amount of staff assessment to which the United Nations staff members are subject, in accordance with the Staff Regulations

of the United Nations. Staff assessment costs take into account a 10 per cent vacancy rate in respect of international staff and a 5 per cent vacancy rate in respect of local-level staff.

Income from staff assessment

44. The staff assessment requirements provided for in paragraph 43 above have been credited to this item as income from staff assessment and will be credited to the Tax Equalization Fund established by the General Assembly in its resolution 973 A (X) of 15 December 1955. Member States are given credit in the Fund in proportion to their rates of contribution to the UNMIK budget.

Annex II

Cost estimates for the period from 1 July 2000 to 30 June 2001: analysis

A. Standard and mission-specific costs

Description	Previous submission	Average strength	Proposed estimates: Standard cost	Proposed estimates: Unit or daily cost	Proposed estimates: Monthly cost	Proposed estimates: Annual cost	Explanation
			(United States dollars)				
1. Mission subsistence allowance							
(a) First 30 days			a				
Kosovo	95			95			Mission subsistence allowance rates became effective 15 August 1999.
Skopje	127			127			
Tirana	115			115			
(b) After 30 days - all locations	75		a	75			
(c) Within-mission travel			a				
Military liaison officers	500				500		
Civilian police	4 500				4 500		
2. Travel							
Military liaison officers	1 700		a	1 700			Average estimated cost inclusive of 50 kg baggage.
Civilian police	1 700		a	1 700			*Idem*
3. Military personnel							
Military liaison officers	38	38					Full deployment.
4. Contingent-owned equipment							
Major equipment	-		b		366 346		Based on draft agreements.
Special equipment	-		a		796		*Idem*.
5. Self-sustainment							
Catering	-		25.96		25.96		Payable to 115 formed police.
Communications							
VHF/UHF/FM	-		46.71		46.71		Payable to 575 formed police.
Office	-		21.85		21.85		Payable to 230 formed police.
Minor engineering	-		14.39		14.39		*Idem*
Medical							
Basic	-		2.06		2.06		Payable to 1,160 formed police.
First line	-		16.71		16.71		*Idem*.
Observation							
General	-		1.03		1.03		Payable to 585 formed police.
Positioning	-		5.14		5.14		Payable to 115 formed police.
Miscellaneous general stores							
Bedding	-		14.39		14.39		Payable to 230 formed police.
Furniture	-		22.62		22.62		Payable to 138 formed police.
Welfare	-		5.14		5.14		Payable to 930 formed police.
6. Death and disability compensation	40 000		40 000	40 000			Based on 1 per cent of average strength.
7. Civilian personnel							
Civilian police	4 038	3 380					Inclusive of 5% vacancy factor in respect of proposed strength of 3,558.
Formed police units	-	1 102					Inclusive of 5% vacancy factor in respect of proposed strength of 1,160.
International staff	825	1 086					Inclusive of 10% vacancy factor in respect of proposed strength of 1,207.
National Officers	17	10					Full deployment.
Local staff	3 031	3 399					Inclusive of 5% vacancy factor in respect of proposed strength of 3,578.
United Nations Volunteers	173	193					Inclusive of 5% vacancy factor in respect of proposed strength of 203.
8. Police cost reimbursement							
(a) Pay and allowance	-		988		988		
(b) Specialist allowance	-		291		291		Payable for 10 % of the unit.

Description	Previous submission	Average strength	Proposed estimates: Standard cost	Unit or daily cost	Monthly cost	Annual cost	Explanation
			(United States dollars)				
9. Clothing and personal equipment allowance							
Military liaison officers	200		200			200	Payable to 38 military liaison officers.
Civilian police	200		200			200	Payable to 3,558 civilian police.
Formed police units	-		70		70		Payable to 1,160 formed police.
10. Welfare							
Recreational leave	-		10.50	10.50			Payable to 1,160 formed police.
Recreational equipment	-		8		8		Payable to 230 formed police.
11. Rations							
Bulk rations	-		11	8			Based on current rate.
Combat rations	-		*				
Bottled water	-		*	0.27			*Idem.*
12. Daily allowance	-		1.28	1.28			Payable to 1,160 formed police.
13. Local staff							
Net salary	716		*		716		Salary scale for Kosovo was approved,
Common staff costs	157		*		157		effective June 1999.
Staff assessment	168		*		168		
14. National Officers							
Net salary	1 818		*		1 818		Salary scale for National Officers was approved,
Common staff costs	364		*		364		effective June 1999.
Staff assessment	456		*		456		
15. United Nations Volunteers	3 375		*		4 800		Based on the Memorandum of Understanding.
16. Overtime	1%		*		1%		Budgeted at 1 per cent of local staff salary.
17. Hazard pay			*				
International staff	1 000				1 000		
National Officers	363 50				363.50		
Local staff	143				143		
United Nations Volunteers	400				400		
18. Other travel			*				
SRSG and staff to New York	118 008					157 344	Additional information is provided in annex I.C.
DSRSG to New York	147 510					118 008	
Commissioner of Civilian Police	4 917					19 668	
Military Adviser	4 917					4 917	
Civil Administration staff	26 600					137 676	
Budget review	19 668					19 668	
Chief engineer	4 917					4 917	
Regional Air Safety Officer	19 200					4 917	
Brussels	97 308					102 714	
Vienna	76 194					67 728	
Geneva	89 532					92 848	
United Nations Logistics Base at Brindisi	115 071					13 968	
Within-mission travel	24 000					24 000	
DPKO senior staff	31 293					31 293	
FALD staff	166 860					166 860	
Office of Internal Oversight Services	10 000					21 200	
Police selection assessment teams	176 000					176 000	
Civilian Police official travel	-					54 000	
Judicial Affairs	7 704					-	
Director, Administrative Division	11 860					-	
19. Rental of premises							
Office space in Kosovo	-				49 000		Estimate.
Facilities for co-location of logistics components:							
Pristina	-				72 000		*Idem.*
Other regions (4)	-				57 600		*Idem.*
Skopje Liaison Office	17 000				12 226		Current rate.
Tirana Liaison Office	-				12 000		*Idem.*
SRSG official residence	6 750				6 750		*Idem.*
DSRSG official residence	2 000				2 050		*Idem.*
Brazda helicopter base	2 300				-		
Civilian Police station, Pristina	48 200				-		

Description	Previous submission	Average strength	Proposed estimates: Standard cost	Unit or daily cost	Monthly cost	Annual cost	Explanation
				(United States dollars)			
Regional clinics in Peja, Gjilan, Prizren and Mitrovica	-				4 680		Estimate.
20. Maintenance supplies	105 000		10% of rent		145 000		Mission experience.
21. Maintenance services	20 000		10% of rent		28 000		Mission experience.
22. Utilities							
Electricity	120 000		"		158 300		Mission experience.
Water	24 000		"		26 600		*Idem.*
Gas and heating fuel	85 000		"		59 600		*Idem.*
Generator fuel	37 500		"		63 300		*Idem.*
Sewage and garbage disposal	30 000		"		16 600		*Idem.*
Coal	30 000		"		8 800		*Idem.*
23. Vehicles							
United Nations-owned vehicles	2 360	3 084	"				Operating costs are based on deployment in respect of proposed vehicle establishment of 3,084.
Formed unit vehicles	-	190	"				Based on the Memorandum of Understanding.
24. Spare parts and maintenance of vehicles	150		100/550		50/150		Mission experience.
25. Petrol	53.57		"		75.0		Based on 300 litres per month at $0.25 per litre.
26. Vehicle lubricants	10% of fuel		10% of fuel		23 925		
27. Vehicle insurance	624		575			624	
28. Helicopters							
Sikorsky S-61 N	2	1					One Sikorsky S-61N to be replaced with medium-lift helicopter for police patrols.
Medium lift	-	1					
29. Monthly flying hours (block)							
Sikorsky S-61 N	45	45					
Medium lift	-	30					
30. Monthly flying hours (extra)							
Sikorsky S-61	40	40					
Medium lift	-	15					
31. Helicopter rental, block hours							
Sikorsky S-61 N							
Hire charges	250 875		144 000		236 475		$5,255 per hour for 45 hours.
Medium lift							
Hire charges	-				100 500		$3,350 per hour for 30 hours.
32. Helicopter rental, extra hours							
Sikorsky S-61 N							
Hire charges	43 600		48 000		43 600		$1,090 per hour for 40 hours.
Medium lift							
Hire charges	-				8 775		$585 per hour for 15 hours.
33. Helicopter fuel							
Sikorsky S-61 N	16 575		"		16 575		650 litres per hour at $0.30 per litre for 85 hours.
Medium lift	-		"		4 320		320 litres per hour at $0.30 per litre for 45 hours.
34. Helicopter lubricants	10% of fuel		10% of fuel		10% of fuel		
35. Helicopter insurance							
Sikorsky S-61 N	9 600		"		9 600		Additional war risk insurance in Pristina.
Medium lift	-		"		9 600		*Idem.*
36. Fixed-wing aircraft							
IL-76	1	1					

Description	Previous submission	Average strength	Proposed estimates: Standard cost	Unit or daily cost	Monthly cost	Annual cost	Explanation
			(United States dollars)				
37. Fixed-wing rental							
Block hours	80	50					
Hire charges	132 000		95 000		82 500		$1,650 per hour for 50 hours per month.
38. Fixed-wing fuel	240 000		*		150 000		10,000 litres per hour at $0.30 per litre for 50 hours.
39. Fixed-wing lubricants	10% of fuel		10% of fuel		10% of fuel		
IL-76							
40. Other air operation costs							
(a) Helicopters (each)							
Crew allowance	-		*		14 400		
Landing charges	-		1 500			9 000	18 landings per year outside the mission area at $500 each.
(b) IL-76							
Crew allowance	-		*		29 800		
Landing charges	-		*		9 500		One landing per month outside the mission area at $5,000 and 10 landings per month in the mission area at $450 each.
Air traffic control equipment	-		*			7 000	Air safety publications and rescue equipment.
41. Communications spare parts and supplies							
Spare parts	236 930		*		274 800		Budgeted at 7.5% of the equipment inventory value.
Telephone cables, accessories	14 700		*		12 500		Estimated costs.
Batteries	17 000		*		15 000		*Idem.*
Antenna cables and connectors	12 000		*		10 000		*Idem.*
Warehouse supplies	140 000		*		62 700		*Idem.*
42. Commercial communications							
Transponder	100 000		*		100 000		Estimated costs.
INMARSAT M	160 000		*		200 000		*Idem.*
Telephone	10 000		*		78 750		*Idem.*
Mobile telephones	90 000		*		125 000		*Idem.*
Postage	500		*		1 000		*Idem.*
Pouch	2 000		*		2 500		*Idem.*
43. Other equipment spare parts, repairs and maintenance							
Office equipment	-		*		1 350		Budgeted at 5% of the equipment inventory value.
Office furniture	500		*		7 200		*Idem.*
Data-processing equipment	198 900		*		145 150		Actual requirements.
Generators	16 300		*		18 900		*Idem.*
Air-conditioners	3 400		*		10 000		*Idem.*
Refrigeration equipment	7 500		*		4 000		*Idem.*
Engineering tools	-		*		5 500		*Idem.*
Observation equipment	-		*		1 300		*Idem.*
Water purification equipment	-		*		900		*Idem.*
Road sweeping/snow clearing	2 000		*		-		
Landscaping	1 000		*		-		
44. External audit	75 600		*			135 200	Board of Auditors.
45. Contractual services							
Cleaning	32 000		*		116 700		
Garbage collection, pest control	14 500		*		53 300		
Lease of photocopiers	88 320		*		123 100		
Sewage disposal	20 000		*		54 750		
Minor maintenance	30 000		*		1 250		
Laundry services for Special Police Units	-		*		54 200		
Hire of police dogs	-		*		18 000		
Shoe repair, barber, tailor services	-		*		2 500		
Environmental clean-up	-		*		66 600		
Heating plant	10 000		*		-		
Local telephone and network cabling	1 200 000		*		-		

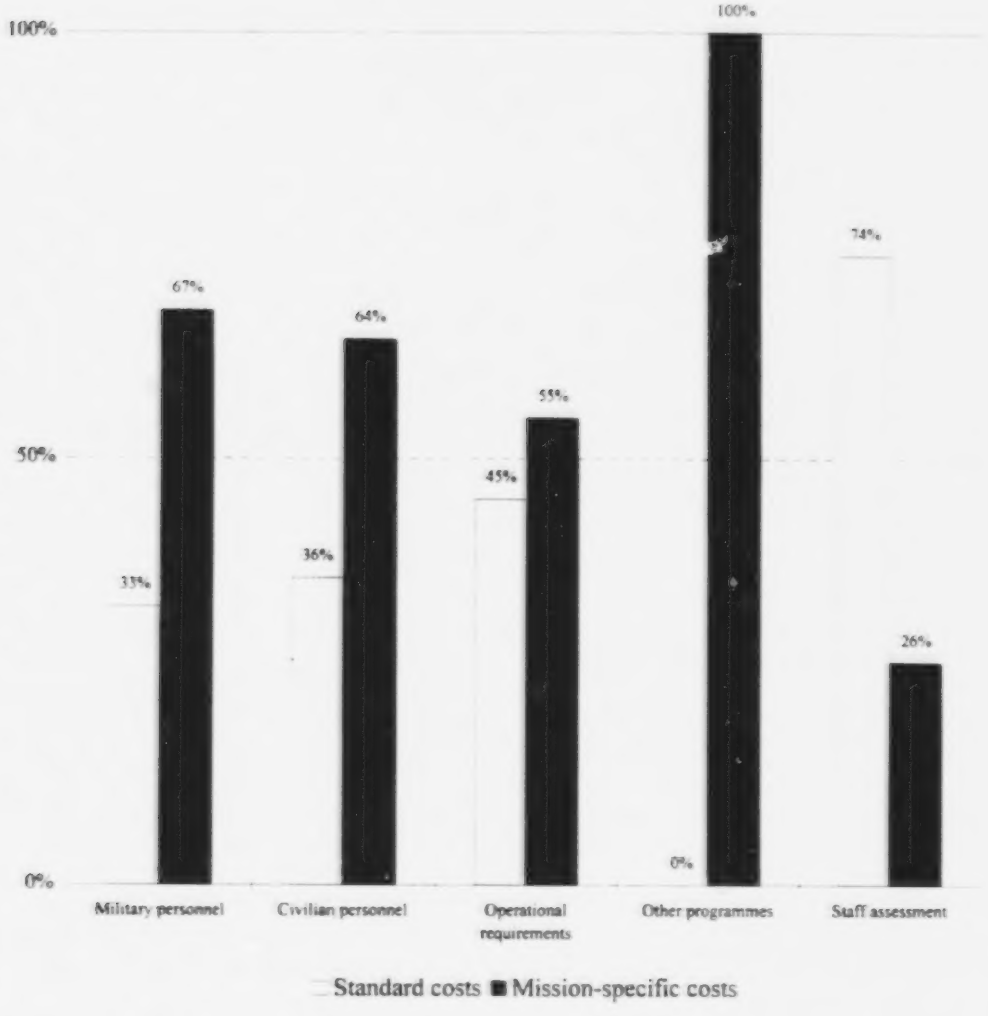
Description	Previous submission	Average strength	Proposed estimates: Standard cost	Unit or daily cost	Monthly cost	Annual cost	Explanation
				(United States dollars)			
46. Data-processing services							
Lotus Notes	20 000		*			20 000	
Domino doc software	5 000		*			5 000	
Windows NT server 5.0	10 000		*			10 000	
Norton Utilities	25 000		*			25 000	
Other software report generators	50 000		*			50 000	
Anti-virus software	20 000		*			20 000	
Novell netware	30 000		*			30 000	
Reality	20 000		*			10 000	
Sun	20 000		*			7 500	
PROGEN	20 000		*			7 500	
First Newsfeed	3 000		*			3 000	
Special software for maps	20 000		*			20 000	
Training materials	-		*			20 000	
Upgrade to Lotus Notes server	3 000		*			-	
Upgrade to Lotus Notes client	100 000		*			-	
Upgrade of Visio	2 000		*			-	
Upgrade of Audio CAD/Mini CAD	5 000		*			-	
Upgrade to graphics applications	7 000		*			-	
Upgrade to Adobe Photo Shop	5 000		*			-	
Upgrade to Microsoft project	6 000		*			-	
47. Medical treatment and services	4.90		1		4.90		Includes medical evacuations.
48. Claims and adjustments	0.61		1		0.61		
49. Official hospitality	2 330		*		2 900		
50. Miscellaneous other services							
Printing of business cards	500		*		170		
Safety handbooks	1 000		*		2 250		
Photo developing	900		*		9 000		
Bank charges	30 000		*		80 000		
Printing of manuals and telephone directories	-		*		7 250		
Tolls	-		*		500		
Newspaper advertisements	1 000		*		-		
51. Stationery and office supplies	15		15		15		
52. Medical supplies	2.45		28		2.45		
53. Sanitation and cleaning materials	5		5		5		
54. Subscriptions	200		200		200		
55. Electrical supplies	45 000		*		43 650		
56. Uniform, flags and decals							
Accountrements - civilian police	133 770					330 260	4,718 sets at $35.
Accountrements - military	175					2 660	38 sets at $35.
Fragmentation jackets	325 000					325 000	1,000 at $325.
Winter coveralls	40 000					38 000	950 at $40.
Summer coveralls	30 000					28 500	950 at $30.
Maglite, large	49 250					25 000	200 at $125.
Plastic cuffs	-					7 000	10,000 at $0.70.
Dust masks	-					4 000	2,000 at $2.
Latex gloves	-					56 000	4,000 at $14.
Rubber gloves	-					250	10 at $25.
Coveralls	-					700	350 at $2.
Gas masks	-					150 000	750 at $200.
Ear protectors	-					600	30 at $20.
Raincoats	-					2 400	60 at $40.
Boots	-					525	15 at $35.
United Nations decals and flags	50 000					50 000	
Helmets	121 000					-	
Handcuffs	40 000					-	
Fluorescent police jacket	160 000					-	
Baton with holster	64 000					-	
Whistle, plastic	2 040					-	

Description	Previous submission	Average strength	Proposed estimates: Standard cost	Unit or daily cost	Monthly cost	Annual cost	Explanation
			(United States dollars)				
Shield, medium	57 000					-	
Pocket ticket books	5 950					-	
Rubber gloves (box)	10 000					-	
57. Fijian defence stores							
Concertina wire, 2 roll	119 040					85 000	
Hesco Bastion wall	100 000					100 000	
Security services ammunition	-					30 000	
Hedgehogs and barriers	-					50 000	
Gabions	50 000					-	
Sandbags	30 000					-	
58. Operational maps	5.25		24		7		175,000 maps at $7
59. Quartermaster and general stores	17		17		17		$17 per person per month for 9,281 persons
60. Public information programmes							
Materials and supplies	7 725		[a]		6 430		
Contractual services	50 400		[a]		46 175		
61. Training							
Communications	126 900		[a]			126 900	
Transport	33 600		[a]			40 000	
Security training	21 200		[a]			10 000	
EDP training	100 000		[a]			80 000	
Language training	20 000		[a]			-	
Introduction to the United Nations	20 000		[a]			-	
Conflict resolution seminar	16 800		[a]			-	
General administration training	20 000		[a]			-	

[a] No standard cost exists for this item.

[b] Based on standard wet-lease rates for items of equipment contained in the Memorandum of Understanding.

B. Distribution of resources by budgetary cost parameters: standard and mission-specific costs



C. Non-recurrent requirements

(Thousands of United States dollars, unless otherwise indicated)

	(1)	(2)	(3)	(4) = (2)+(3)	(5)	(6) = (4)x(5)
	Current inventory	Proposed units				
		Replacement	Additional	Total number of units	Unit cost a/	Total cost
I. Operational requirements						
1. Premises and accommodation						
(a) Alteration and renovation of premises						
Telephone/LAN wiring for newly acquired office building and Special Police Units camps						450.0
Upgrade of the fire safety for new required office premises and Special Police Unit camps						380.0
Additional office space-conversion						60.0
1500 sq m x $40						36.0
1800 sq m x $20						70.0
Electrical rewiring						60.0
Adaptation of existing outside areas as parking						
Establishing regional first-level United Nations clinics						36.0
Restoration works						12.0
Fencing						8.0
Parking						80.0
Construction of vehicle washdown ramps for the regions						64.0
Construction of 8 mechanic inspection pits						252.0
Restoration of 21 UNMIK Police stations in different regional municipalities						1 508.0
Subtotal, line 1 (a)						-
(b) Construction/prefabricated buildings						
Construction of the facilities for co-location of logistics components						632.0
Prefabricated buildings - associated materials						
Office containers	120		120	6.5		780.0
Ablution units	10		10	10.5		105.0
Double skin tents	15		15	40.0		600.0
Sea containers	63		63	1.5		94.5
Heavy structure storage	3		3	250.0		750.0
Cold storage room 400 m3			1	120.0		120.0
Subtotal						**3 081.5**
Construction of 2 UNMIK custom posts						
Office containers	6		6	6.5		39.0
Ablution units	2		2	10.0		20.0
Subtotal						**59.0**
To support UNMIK Police, local municipalities, regional workshops						
Office containers	50		50	6.5		325.0
Portable toilets	10		10	1.2		12.0
Pumps	10		10	0.3		3.0
Subtotal						**340.0**
Sea containers for MOVCON	20		20	1.2		24.0
Sea containers for 5 communication sites	5		5	1.5		7.5
Subtotal						**31.5**
Freight at 15 per cent						526.8
Subtotal						**4 038.8**
Additional works at the facilities for co-location of logistics components						
Construction of waterline						67.0
Construction of sewage and drainage systems						396.0
Power and lighting installations						590.0
Construction of hardstanding and asphalt areas						2 860.0
Security-related works						377.0
Regional headquarters						
Construction of asphalt pavements						225.0
Custom posts:						
Site works for 2 UNMIK custom posts			2	2	30.0	60.0
Communication sites						
Site works for 5 communication sites			5	5	9.5	47.5
Tower foundations for 5 communication sites						2.5
Fencing and lighting for 5 communication sites						22.5
Minor projects:						
Paving						15.0
Piping and cabling						10.0
Subtotal						**4 672.5**
Subtotal, line 1 (b)						**8 711.3**
Total, line 1						**10 219.3**

		(1)	(2)	(3)	(4) = (2)+(3)	(5)	(6) = (4)x(5)
		Current inventory	Proposed units				
			Replacement	Additional	Total number of units	Unit cost a/	Total cost
2.	Infrastructure repairs						
	(a) Upgrading of roads						
	120 metres of access roads between Logistics Base in Pristina and 4 regions						180.0
	Subtotal						**180.0**
	(b) External parking, drainage and access at 4 regional locations						136.0
	Subtotal						**136.0**
	Total, line 2						**316.0**
3.	(a) Transport operations						
	Sedan, heavy	8		4	4	25.0	100.0
	4 x 4 general purpose	2 298	46		46	15.0	690.0
	Bus, heavy	1		6	6	135.0	810.0
	Delivery/panel van, small			10	10	16.4	164.0
	4 x 4 utility single/cabin pickup	50		10	10	15.4	154.0
	4 x 4 utility double/cabin pickup			30	30	16.0	480.0
	Airport motorized lift platform (k.-lifter)	2		1	1	330.0	330.0
	Subtotal	2359	46	61	107		**2 728.0**
	Freight at 15 per cent						409.2
	Total, line 3 (a)						**3 137.2**
	(b) Workshop equipment						
	Automatic car washer			6	6	80.0	480.0
	Pedstral brake shoe riveter			6	6	0.5	3.0
	Brake drum/disc grinding machine			5	5	4.5	22.5
	Body jack set (10 ton push, 3 ton pull)			5	5	3.0	15.0
	Brake fluid bleeder pump			6	6	0.5	3.0
	Gear oil dispenser with pump (10 ltr)			6	6	0.4	2.4
	Air-operated greasing unit			6	6	0.8	4.8
	Mechanic hand tools			40	40	1.0	40.0
	Battery charger (heavy duty)			5	5	0.9	4.3
	4 post vehicle hoist (10 ton)			6	6	14.0	84.0
	2 post vehicle hoist (5 ton)			25	25	5.5	137.5
	Steam cleaner machine			6	6	2.0	12.0
	Tyre-changing machine			5	5	6.0	30.0
	Air compressors (2 stage)	6		8	8	6.2	49.6
	Mig welding equipment			6	6	3.5	21.0
	Welding equipment (oxy/acet)-sets	6		6	6	0.7	4.2
	Welding regulator kit			6	6	0.4	2.4
	Engine lifting hoist			6	6	2.5	15.0
	Hydraulic maintenance and repair kits			3	3	0.2	0.6
	Hydraulic transmission jack			6	6	1.4	8.2
	Hydraulic standard floor jack (5 ton)			24	24	0.2	3.8
	Hydraulic standard floor jack (20 ton)			10	10	1.3	13.0
	Chair hoist, capacity 4000 lbs			10	10	0.2	2.0
	Mobile hydraulic floor frames, crane			10	10	2.6	25.9
	Air impact wrench (standard)			10	10	0.2	2.4
	Air impact wrench (heavy duty)			3	3	0.4	1.3
	Hydraulic pallet trucks (5,000 lb. capacity)			4	4	0.6	2.4
	Platform truck (heavy duty)			10	10	0.3	3.4
	Welded steel, fixed-height work benches			12	12	0.4	5.0
	Portable air compressor in belt drive	6		5	5	0.5	2.3
	Battery land testers (heavy duty)			8	8	0.4	3.4
	Portable wheeled battery charger/starter			6	6	0.5	3.2
	Deluxe analog multimeters			10	10	0.2	1.8
	Fume exhauster duct reels			6	6	1.3	8.1
	Exhaust blower 1 horsepower			6	6	1.3	7.8
	Exhauster fume duct reels			10	10	0.4	3.7
	Mini-drawer cabinet (heavy duty)			10	10	0.6	6.2
	Medium drawer cabinet			10	10	0.4	4.1
	Secure key storage			2	2	1.5	3.0
	Wall key cabinet, high-capacity, lockable			8	8	0.4	3.2
	Long sleeve coverall			300	300	0.0	11.7
	Wardrobe storage cabinets (24 ga. steel side)			60	60	0.2	12.6
	3 1/4 laminators for tags and IDs			3	3	0.2	0.7
	Industrial wet/dry vacuum cleaners			6	6	0.4	2.5
	Tyre removing machine (size 13", 14", 15", 16")			6	6	2.8	16.8
	Tyre removing machine (size 16"-20")			2	2	3.2	6.4
	Heavy-duty variable, 5 speed drill press			2	2	3.2	6.4
	Heavy-duty variable, standard 5 speed drill press			6	6	1.9	11.4
	Cordless drills 3/8" and 1/2" variable speed			20	20	0.2	4.4
	Electric drills 1/2" and 3/8" variable speed			16	16	0.2	3.1
	Puller set, internal/external			5	5	0.4	2.1
	Carlog main unit	1		1600	1600	0.3	441.6
	Keypad/magnetic reader			1600	1600	0.1	201.6

		(1)	(2)	(3)	(4) = (2)+(3)	(5)	(6) = (4)x(5)
		Current inventory	Proposed units				
			Replacement	Additional	Total number of units	Unit cost a/	Total cost
	RF modem			1600	1600	0.1	126.4
	In/out 12-wire cable			1600	1600	0.009	14.4
	9-wire main power external cable			1600	1600	0.019	30.4
	Rpm/speed sensor extension cable			1600	1600	0.004	6.4
	Odometer sensor (mechanical)			400	400	0.005	2.0
	Odometer sensor (electrical)			*1200*	*1200*	*0.005*	*6.0*
	24 to 12 V voltage reducer			20	20	0.04	0.8
	Vehicle fuel sensor coils			1600	1600	0.011	17.6
	Subtotal						**1 970.5**
	Freight at 15 per cent						295.6
	Subtotal, line 3 (b)						**2 266.1**
	Total, line 3						**5 403.3**
4.	Communications						
(a)	VHF equipment						-
	Radio, secure			1250	1250	0.8	937.5
	Repeater	25		25	25	8.0	200.0
	Repeater Antenna Colinear			40	40	1.0	40.0
	Antenna combiners 4 and 8 way			30	30	2.5	75.0
	Paging encoder system			10	10	2.5	25.0
	Pagers	500		4500	4500	0.1	450.0
	Subtotal						**1 727.5**
	Freight at 15 per cent						259.1
	Subtotal						**1 986.6**
	Provided through surplus stock						
	Total, line 4 (a)						**1 986.6**
(b)	UHF equipment						-
	Base station (trunking)			50	50	1.2	60.0
	Portable radio LTS (trunking + DTMF)	900		200	200	1.1	220.0
	Portable radio GTX (trunking + DTMF)	1000		100	100	0.7	70.0
	Repeater 850-MHz conventional			25	25	8.0	200.0
	Repeater antenna UHF 850MHz	30		30	30	1.0	30.0
	Antenna combiners 4 and 8 way			40	40	2.5	100.0
	Trunking system upgrade all sites +8 Chs			1	1	2 000.0	2 000.0
	Trunking system secure			1000	1000	0.8	750.0
	Repeater (UHF 450MHz MSR200/GR300)			20	20	8.0	160.0
	Repeater antenna UHF 450MHz			30	30	1.0	30.0
	Mobile radio 450 MHz	1000		550	550	0.6	330.0
	Mobile whip antenna 450MHz	1500		1150	1150	0.1	57.5
	Portable radio UHF 450MHz	3300		2260	2260	0.5	1 050.9
	Radio, secure			4000	4000	0.8	3 000.0
	Subtotal, line 4 (b)						**8 058.4**
	Freight at 15 per cent						1 208.8
	Subtotal						**9 267.2**
	Provided through surplus stock						
	Total, line 4 (b)						**9 267.2**
(c)	Satellite equipment						-
	VSAT Dama V/D/F 3.7 m C-band			10	10	136.0	1 360.0
	INMARSAT mini M			50	50	3.3	165.0
	Satellite modem			10	10	8.3	83.0
	Multiplexers			4	4	10.0	40.0
	INMARSAT B (Crypto Use)	35		15	15	16.3	244.5
	Subtotal, line 4(c)						**1 892.5**
	Freight at 15 per cent						283.9
	Subtotal						**2 176.4**
	Provided through surplus stock						
	Total, line 4 (c)						**2 176.4**
(d)	Telephone/switching equipment						-
	Telephone set analog	6800	1000		1000	0.1	80.0
	Telephone set digital	2200	40		40	0.4	16.0
	Router equipment	60		20	20	8.5	170.0
	Secure telephone	50		15	15	3.0	45.0
	Secure facsimile			15	15	8.0	120.0
	Subtotal, line 4 (d)						**431.0**
	Freight at 15 per cent						64.7
	Subtotal						**495.7**
	Provided through surplus stock						
	Subtotal, line 4						**495.7**
(e)	Miscellaneous communications equipment						
	Battery charger 12V			500	500	0.1	50.0
	UPS 7.5 kVA/10 kVA	60		15	15	6.0	90.0
	UPS 3.0 kVA	120		30	30	3.5	105.0

		(1)	(2)	(3)	(4) = (2)+(3)	(5)	(6) = (4)x(5)
		Current inventory	Proposed units				
			Replacement	Additional	Total number of units	Unit cost a/	Total cost
	Multichargers, 6-way for portable radio			500	500	0.4	187.5
	Surveillance earpiece/microphone sets			250	250	0.1	20.0
	Remote speaker microphones/headsets			2500	2500	0.1	125.0
	Belt loop/carrying case			10000	10000	0.017	170.0
	Tower guyed			20	20	4.3	85.0
	Communications shelter	20		10	10	7.0	70.0
	Self-supported tower	15		10	10	5.0	50.0
	Subtotal, line 4 (e)						**952.5**
	Freight at 15 per cent						142.9
	Subtotal						**1 095.4**
	Provided through surplus stock						
	Total, line 4 (e)						**1 095.4**
(f)	Test and workshop equipment						
	Technician toolkit	50		42	42	0.9	37.8
	Remote site programming equipment	48		40	40	2.5	100.0
	Subtotal						**137.8**
	Freight at 15 per cent						20.7
	Subtotal						**158.5**
	Provided through surplus stock						
	Total, line 4 (f)						**158.5**
	Total, line 4						**15 179.7**
5.	**Other equipment**						
(a)	Office furniture						-
	Bookcase, executive			21	21	754.0	15.8
	Bookcase, office			987	987	150.0	148.1
	Cabinet, steel, 2 door 4 shelf			100	100	507.0	50.7
	Chair, executive	50		21	21	915.0	19.2
	Chair, clerical	3300		987	987	98.0	96.7
	Chair, conference, executive			84	84	378.0	31.8
	Chair, visitor	1860		987	987	45.0	44.4
	Coat rack	1000		100	100	23.0	2.3
	Desk, computer	1300		1000	1000	100.0	100.0
	Desk, executive			21	21	1 445.0	30.3
	Desk, modular	3300		987	987	475.0	468.8
	Filing cabinet, 2 drawer			1000	1000	307.0	307.0
	Filing cabinet, 4 drawer	1500		1000	1000	377.0	377.0
	Lamp, desk	600		50	50	20.0	1.0
	Sofa			21	21	2 500.0	52.5
	Table, coffee, executive	12		21	21	980.0	20.6
	Table, conference, executive	60		21	21	858.0	18.0
	Table, photocopies/printer	80		70	70	154.0	10.8
	Divider/separator, office			100	100	150.0	15.0
	Subtotal						**1 810.0**
	Freight at 15 per cent						271.5
	Subtotal						**2 081.5**
	Provided through surplus stock						
	Subtotal, line 5 (a)						**2 081.5**
(b)	Office equipment						-
	Safe, medium	40		21	21	1.3	26.3
	Safe, small	85		40	40	0.5	20.0
	Shredder, medium	24		40	40	0.2	8.8
	Shredder, large	2		10	10	0.4	3.5
	Calculators with printer	50		20	20	0.2	3.4
	Camera, instant			14	14	0.2	2.1
	Camera, digital			15	15	0.7	9.8
	Camera, 35 mm with lenses			5	5	1.0	4.8
	Camcorder			13	13	0.8	9.8
	Recorders, pocket			25	25	0.1	2.3
	Megaphone			5	5	0.2	0.9
	Overhead projector	10		10	10	0.5	4.5
	Satellite dishes, TV			66	66	0.2	11.9
	Satellite receiver, TV			66	66	0.2	13.2
	Date stamp, electric			100	100	0.2	15.0
	Dictaphone, desk type			45	45	0.3	11.9
	Television			20	20	0.7	13.0
	Video recorder			20	20	0.5	9.0
	Subtotal						**169.9**
	Freight at 15 per cent						25.5
	Subtotal						**195.3**
	Provided through surplus stock						
	Subtotal, line 5 (b)						**195.3**

		(1)	(2)	(3)	(4) =(2)+(3)	(5)	(6) = (4)x(5)
		Current inventory	Proposed units				
			Replacement	Additional	Total number of units	Unit cost a/	Total cost
(c)	EDP equipment						-
	Desktop computer	4820			275	1.4	371.3
	Laptop computer	546			60	2.6	156.0
	Power computer workstations	10			2	2.8	5.6
	Portable printer	1000			50	0.5	25.0
	Laser printers	4110			160	1.2	192.0
	Laser printers, colour	25			5	3.5	17.5
	Laser printers, high capacity	227			10	2.0	20.0
	Dot matrix printer	4			1	1.0	1.0
	Plotter (for electronic news-gathering and special projects)	5			2	14.0	28.0
	Monitors				200	0.4	80.0
	Monitors, special purpose				2	1.8	3.6
	File server	67			3	33.0	99.0
	UPS for desktop computers	4163			250 #	0.6	150.0
	UPS - high capacity for servers	70			5	1.3	6.5
	ID system	8			2	17.5	35.0
	CISCO routers for WAN	22			2	8.5	17.0
	10/100 mbit ethernet switches for LAN	96			5	1.2	6.0
	10/100 mbit ethernet hubs for LAN	452			100	1.0	100.0
	Special racks for server rooms	7			5	10.0	50.0
	Projectors for presentation purposes				5	8.0	40.0
	Electronic boards	10			2	1.2	2.4
	Modems	380			20	0.1	2.4
	Image scanners for doc imaging				3	0.8	2.4
	Digital photo camera	50			3	0.5	1.5
	CD towers	10			2	1.3	2.6
	Recordable CD-ROMs	30			2	0.5	1.0
	Barcode readers				2	2.2	4.4
	Subtotal						**1 420.2**
	Freight at 15 per cent						213.0
	Subtotal						**1 633.2**
	Provided through surplus stock						
	Subtotal, line 5 (c)						**1 633.2**
(d)	Generators						-
	1000 kVA				1	120.0	120.0
	700 kVA			2	2	100.0	200.0
	450 kVA			2	1	40.0	40.0
	225 kVA			15	2	30.0	60.0
	110 kVA	4		12	2	20.0	40.0
	75 kVA	6		15	4	16.0	64.0
	50 kVA			15	4	14.0	56.0
	20 kVA	8		20	59	11.0	649.0
	15 kVA			20	75	9.0	675.0
	10 kVA				15	4.0	60.0
	5 kVA	15		30	12	3.0	36.0
	Subtotal						**2 000.0**
	Freight at 15 per cent						300.0
	Provided through surplus stock						
	Subtotal Line 5 (d)						**2 300.0**
(e)	Petrol tank and metering equipment						
	Fuel tanks			120	120	4.0	480.0
	Fuel tanks (1500 litres) for 5 communication sites			5	5	3.0	15.0
	Metering system			60	60	0.7	42.0
	Ancillary works			1	1	120.0	120.0
	Subtotal						**657.0**
	Freight at 15 per cent on equipment costs						80.6
	Provided through surplus stock						
	Subtotal, line 5 (e)						**737.6**
(f)	Medical equipment						-
	Level 1 clinic equipment : Examination beds, recovery beds, trolleys,cabinets, industrial storage racks, refrigerators, doctors kits, nurse kit, microscopes.	14					170.0
	Subtotal					-	**170.0**
	Freight at 15 per cent						25.5
	Subtotal						**195.5**
	Provided through surplus stock						
	Subtotal, line 5 (f)						**195.5**

		(1)	(2)	(3)	(4) =(2)+(3)	(5)	(6) = (4)x(5)
		Current inventory	Proposed units				
			Replacement	Additional	Total number of units	Unit cost a/	Total cost
(g)	Observation equipment						
	Thermal imaging system for helicopter				1	200.0	200.0
	Binoculars, night vision	45		6	6	3.4	20.4
	Binoculars, normal	150		6	6	0.2	1.0
	Subtotal						**221.4**
	Freight at 15 per cent						33.2
	Subtotal						**254.6**
	Provided through surplus stock						
	Subtotal, line 5 (g)						**254.6**
(h)	Water and septic tanks						
	Septic tanks (small)				2	1.0	2.0
	Septic tanks	4			20	1.5	30.0
	Water tank 30,000 litres				1	20.0	20.0
	Water tanks	4			2	4.5	9.0
	Chlorination plant				1	9.0	9.0
	Subtotal						**70.0**
	Freight at 15 per cent on equipment costs						10.5
	Provided through surplus stock						
	Subtotal, line 5 (h)						**80.5**
(i)	Miscellaneous equipment						
	Heater, electric			200	200	0.1	10.0
	Metal detectors, hand-held b/			12	12	0.2	2.4
	Hand pallet transporter, 2 ton			24	24	0.8	18.2
	Scales, weighing 1 - 200 kg			5	5	1.2	6.1
	Scales, weighing 0.01 - 5 kg			6	6	0.7	4.2
	Scales, weighing 1 -500 kg			5	5	1.8	9.0
	Racking and shelving, steel					-	935.0
	Air-conditioners	455			200	0.9	170.0
	Air-conditioners					2.5	75.0
	Electro-mechanical equipment:						
	Valve and valve seat refacing equipment						5.0
	Injection testing and fuel injection calibrating equipment						60.0
	Engine stands						5.0
	Welding equipment						10.0
	Compressor equipment						15.0
	Cleaning equipment						7.0
	Hoisting and material handling equipment						15.0
	Generator testing load banks						45.0
	Specialized tools for electrical and refrigeration services						58.0
	Lifting machine						15.0
	Firefighting equipment:						
	Fire extinguishers (600)	600					60.0
	Smoke detectors	2000					30.0
	Fire system for heating plants	1					20.0
	Upgrade fire panels	1					40.0
	40 x 50 kg mobile						20.0
	Hand tools (engineering)						40.0
	Subtotal						**1 674.9**
	Freight at 15 per cent						251.2
	Subtotal						**1 926.2**
	Provided through surplus stock						(2.4)
	Subtotal, line 5 (i)						**1 923.8**
(j)	Field defense equipment (CIVPOL, security and Special Police Units)						-
	Pepper spray, large size			150	150	40.0	6.0
	Pepper spray, small size with holster			4 350	4 350	13.0	56.6
	Mouthpieces, breathalyser (100 per pack)	70		120	120	26.0	3.1
	Crayon or chalk	420		865	865	25.0	21.6
	Body bag, plastic	230		600	600	30.0	18.0
	Narcotic test kit refill	50		44	44	40.0	1.8
	Hand antiseptic wipes (50 per box)			740	740	10.0	7.4
	Evidence bag, polyethylene (50 per box)	2 000		16 000	16 000	0.1	1.6
	Explosive express analysis kit refill	45		40	40	50.0	2.0
	Flare-fuse, road flares (10 per box)	3 350		6 620	6 620	4.0	26.5
	Light stick, red/green/blue (Cylume)	2 000		3 900	3 900	2.0	7.8
	Barrier tape, 1,000'			1 200	1 200	8.0	9.6
	Targets	22 100		22 000	22 000	0.5	11.0
	Patient band for arrests			15 000	15 000	0.3	4.5
	Dental Flex refill			140	140	23.0	3.2
	Powder, oxide, 100 cm3			24	24	8.0	0.2
	Powder, colour, 100 cm3			24	24	8.0	0.2
	Rape kit, refill			25	25	170.0	4.3

		(1)	(2)	(3)	(4) = (2)+(3)	(5)	(6) = (4)x(5)
		Current inventory	Proposed units				
			Replacement	Additional	Total number of units	Unit cost a/	Total cost
	Fingerprint forms			9 000	9 000	0.1	0.7
	Finger ink sheets (100 sheets per box)			10	10	33.0	0.3
	Notebook, police, 120 x 85mm			35 000	35 000	5.0	175.0
	Test paper, blood per 25 test			50	50	64.0	3.2
	Test paper, semen per 25 test			50	50	64.0	3.2
	Mirror, under vehicle search	210		10	10	110.0	1.1
	Cones, traffic	850		100	100	26.0	2.6
	Bulletproof helmets (visor/radio headset incl.)			25	25	1.0	25.0
	Ballistic shields			5	5	1.3	6.5
	Tactical bulletproof vests			25	25	0.6	15.0
	Riot duty/correctional helmets			25	25	0.3	6.3
	Riot control stick			25	25	0.1	1.8
	Bug technic set			2	2	1.0	2.0
	Rope equipment set			10	10	1.0	10.0
	Non-lethal intervention tools sets			2	2	5.0	10.0
	Miscellaneous equipment for Team Six						22.0
	Closed circuit television systems - UNMIK Police:						
	Mission headquarters						17.2
	Regional headquarters						17.4
	UNMIK Detention Center, Pristina						14.8
	Airport, Pristina						33.0
	Subtotal						**552.3**
	Freight at 15 per cent						82.9
	Subtotal						**635.2**
	Provided through surplus stock						
	Subtotal, line 5 (j)						**635.2**
(k)	Accommodation equipment			100	100	0.4	35.0
	Cookers, electric			100	100	0.2	15.0
	Microwave oven			65	65	0.3	18.2
	Refrigerators/freezer combined			70	70	0.2	13.3
	Refrigerators, small			100	100	0.1	5.5
	Percolator, coffee, medium			100	100	0.1	5.0
	Kettle, electric, 2 lt.			50	50	0.4	21.8
	Vacuum cleaner			500	500	0.0	18.0
	Fan, pedestal						**131.8**
	Subtotal						19.8
	Freight at 15 per cent						**151.5**
	Subtotal						
	Provided through surplus stock						**151.5**
	Subtotal, line 5 (k)						
(l)	Water purification equipment						**9.0**
	Water purification system						**9.0**
	Subtotal						1.4
	Freight at 15 per cent						**10.4**
	Subtotal						
	Provided through surplus stock						**10.4**
	Subtotal, line 5 (l)						**10 199.1**
	Total, line 5						**41 317.4**
	Total						

[a] As reflected in the Standard Cost Manual. Deviations should be fully justified.

[b] To be provided from UNLB stock

Annex III

Implementation of previous recommendations of the Advisory Committee on Administrative and Budgetary Questions

Request	*Response*
1. *The Committee requests that the coordination mechanism between the Executive Committee and the Joint Planning Group and the effectiveness of these two bodies be clarified in the next report.*	Refer to paragraphs 7 to 9 of the present report.
2. *The Secretariat should conclude agreements with the specialized agencies of the United Nations to identify their respective responsibilities and to define their roles in the implementation of technical cooperation activities (A/54/622, para. 13).*	
3. *There is a need to start cooperation within the international community with a view to limiting sudden cost inflation in conditions of service of personnel and in other operational requirements whenever the United Nations is installed in a place of operation. Steps should be taken to prevent any adverse effects of cost inflation on both the local community and the foreign entities. Information on the foregoing should be provided to the General Assembly in future budget submissions (ibid., para. 19).*	
4. *The Office of Human Resources Management should be more closely involved in the review of the grades, taking into account the structure and nature of the operation, especially at the levels of P-5 and above. The Committee requests that the Department of Peacekeeping Operations and the Office of Human Resources Management look into this matter and, on the basis of the experience gained so far in peacekeeping operations, determine whether or not it is feasible and practical to establish generic grades (ibid., para 20).*	With regard to the job classification standards, these were developed by the International Civil Service Commission for the Secretariat, United Nations offices and agencies and included in the April 1994 issuance of the Common Classification of Occupational Groups. These standards are reviewed and weighted in the context of the actual functions and responsibilities in order to determine the level of the post. With regard to peacekeeping operations, the above criteria plus the development of the job descriptions have been delegated to the Department of Peacekeeping Operations. That Department has approached the Office of Human Resources Management to examine the possibility of having a wider category of classified generic job descriptions for recruitment purposes. This, however, is in the development state and the outcome is

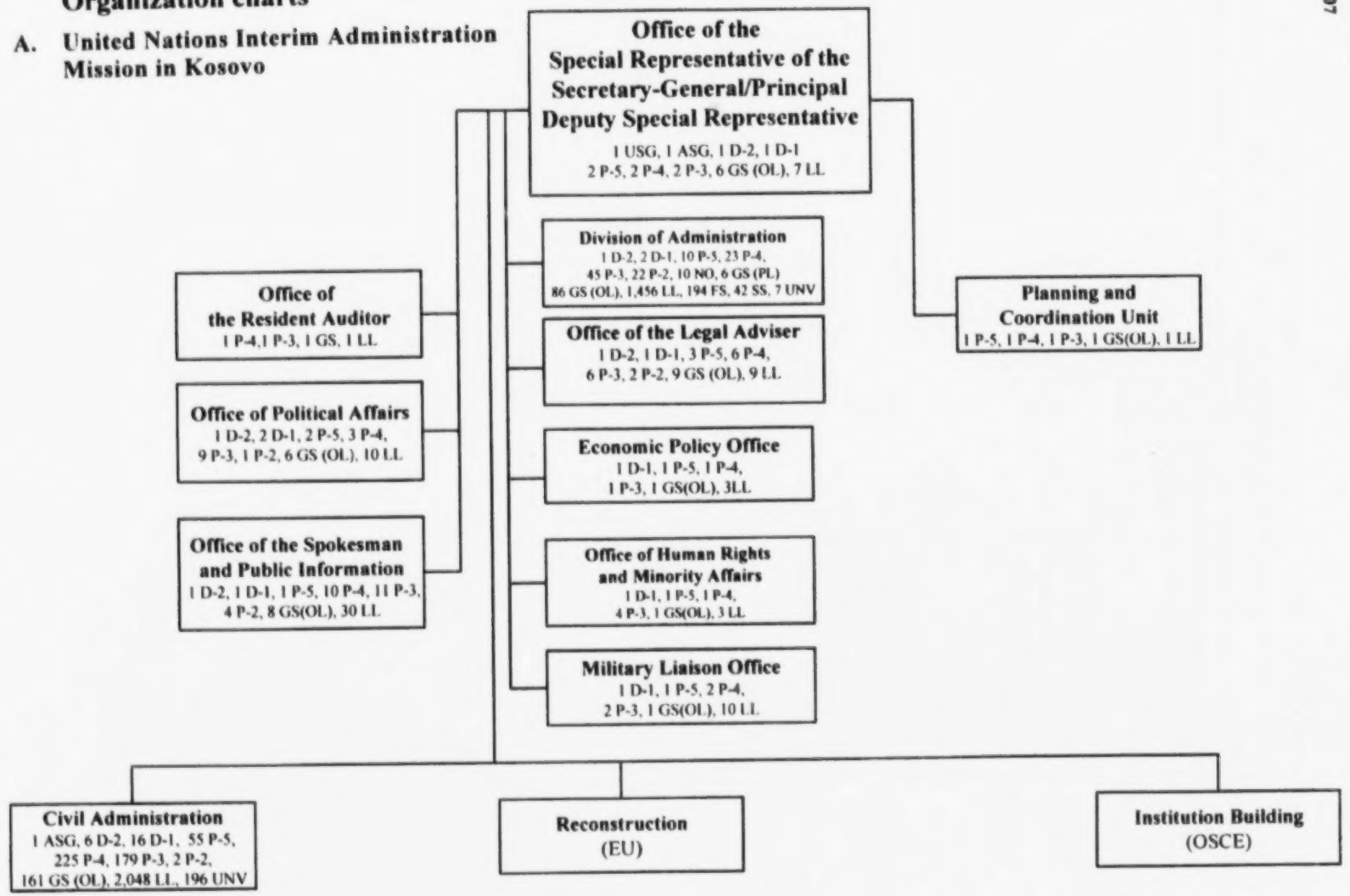
Request	*Response*
	highly dependent on the time and resources which are required for such an exercise.
5. *The Committee requests that efforts be made to better coordinate gender-related activities implemented under all four pillars of UNMIK. Information to this effect should be included in the next budget submission for UNMIK (ibid., para. 24).*	Refer to paragraphs 53 and 54.
6. *Close programme coordination, where applicable and cost-effective, should be pursued by the United Nations and OSCE (ibid., para. 27).*	In coordination with OSCE, KFOR and UNMIK, a committee has been created wherein the UNMIK Department of Justice is responsible for assisting investigating judges, prosecutors and the police on matters regarding evidence/statements admissible before the investigating judge in the course of preliminary examinations procedures and at trials. The UNMIK Department of Justice has assisted OSCE in setting up training sessions for judges and prosecutors and in preparing the curriculum for this training. Several symposia have been held and further sessions are planned. The UNMIK Department of Justice is coordinating efforts with OSCE to continue these activities and has worked with OSCE towards the creation of the Ombudsman institution.
7. *The Advisory Committee requests that a review be undertaken of the most effective means by which UNMIK could implement its public information programmes. Such a review should consider a number of options, including using facilities now under development by OSCE (ibid., para. 29).*	The institution-building pillar is mandated to create conditions that support freedom of the press and freedom of expression in Kosovo. As a first step towards a new public broadcasting service, OSCE and the European Broadcasting Union have established Radio Television Kosovo (RTK), which is publicly financed. Since September 1999, the RTK has been broadcasting a daily two-hour television programme in the Albanian and Serbian languages. Radio Kosovo broadcasts in Albanian and Turkish languages and plans to soon restart its Serbian language broadcasting. The OSCE Department of Media Affairs is also mandated to prepare media regulations, including the issuance of licences and allocation of broadcasting frequencies.
8. *The situation where there is no office for the protection of minorities requires an immediate review, taking into account the mandate set out in Security Council resolution 1244 (1999). Furthermore, the Committee is of the view that a P-4 post for this function is inadequate and requests that the level of the post be reviewed*	While the humanitarian pillar of UNMIK will be phased out in the reorganized Office of Human Rights and Minority Affairs, one P-5 post has been reassigned to the area of the protection of minorities. The incumbent will coordinate policy and activities with counterparts in other UNMIK pillars and will maintain contacts with relevant offices at the regional and municipal level. In addition, two new P-3 posts are proposed as Minority Protection Officers in the Office.

Request	*Response*
urgently. Consideration should also be given to assigning additional posts to discharge this function (ibid., para. 36).	
9. *A study should be undertaken, involving the Office of Human Resources Management, of all policy and financial implications of introducing a National Officer category of personnel in UNMIK. Bearing in mind that National Officers have been used in the United Nations Mission in Bosnia and Herzegovina (UNMIBH), the Committee further recommends that the study also include the wider implications for all future peacekeeping operations (ibid., para. 40).*	
10. *The Committee urges the Secretary-General to expedite the current negotiations on formed police units so that they can be deployed as soon as possible (ibid., para. 42).*	The first Special Police Unit will be deployed in the mission area by the end of March and all 10 Units are expected to be deployed by June 2000.

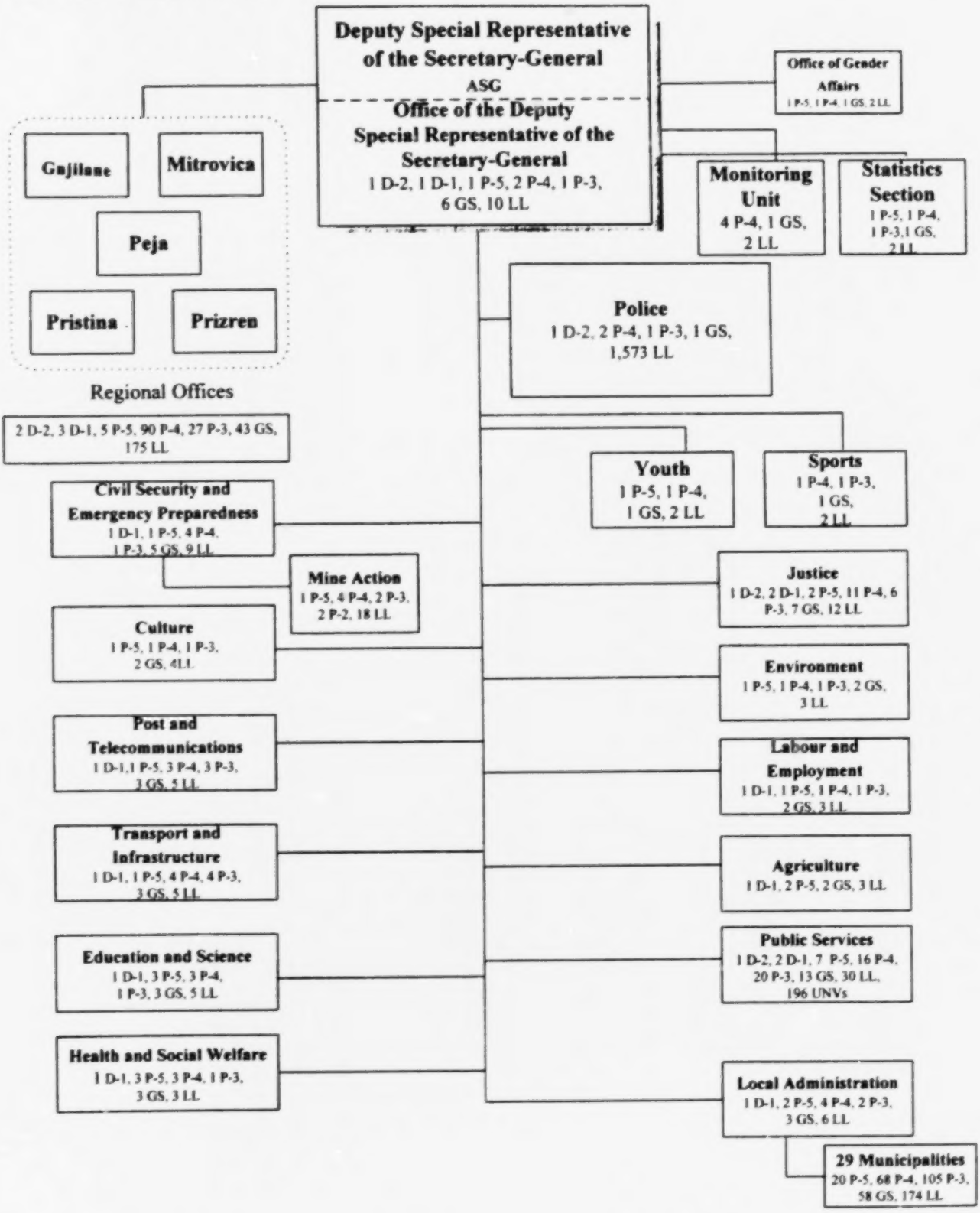
Annex IV

Organization charts

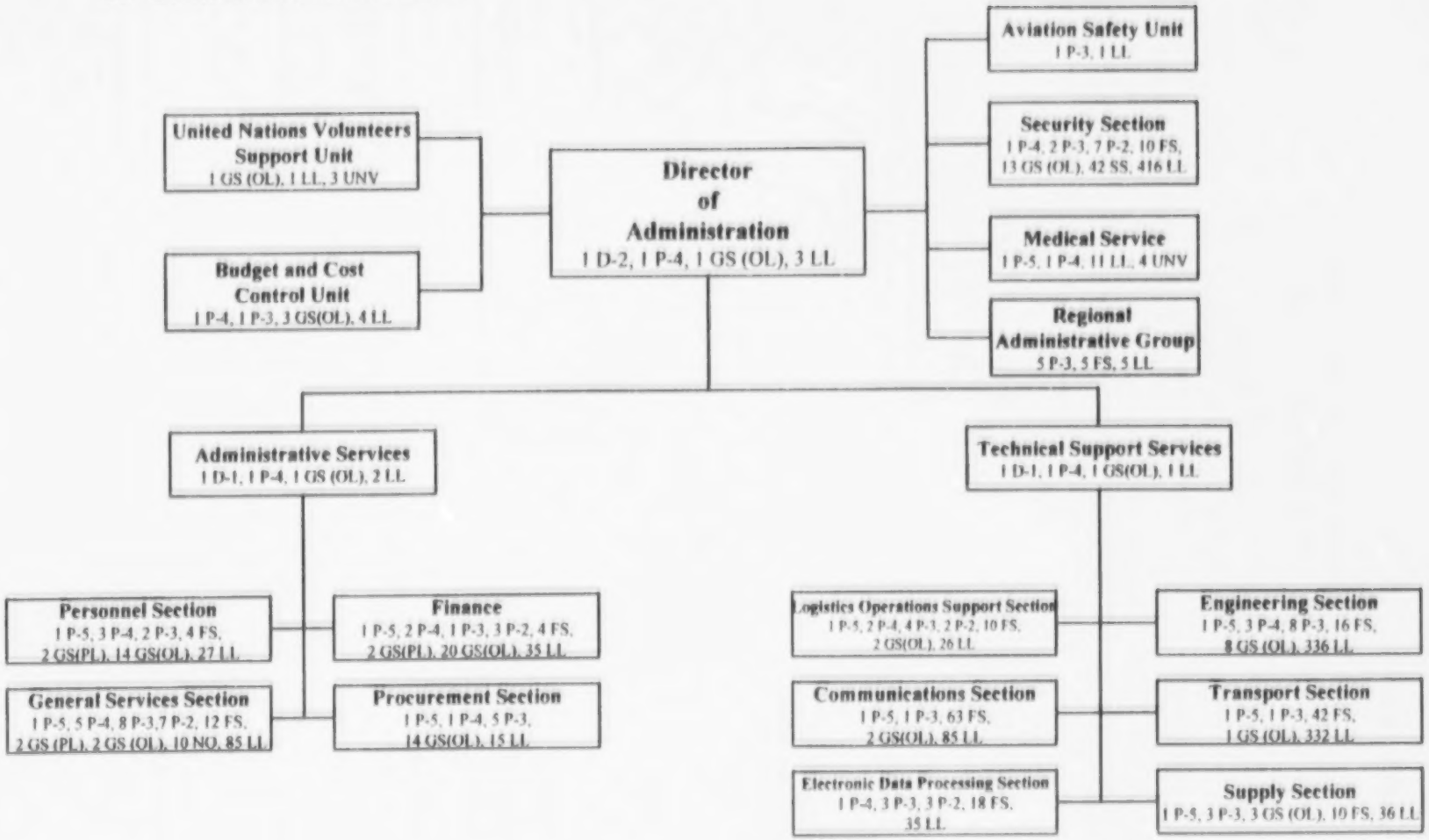
A. United Nations Interim Administration Mission in Kosovo


Office of the Special Representative of the Secretary-General/Principal Deputy Special Representative
1 USG, 1 ASG, 1 D-2, 1 D-1
2 P-5, 2 P-4, 2 P-3, 6 GS (OL), 7 LL
Division of Administration
1 D-2, 2 D-1, 10 P-5, 23 P-4,
45 P-3, 22 P-2, 10 NO, 6 GS (PL)
86 GS (OL), 1,456 LL, 194 FS, 42 SS, 7 UNV
Office of the Legal Adviser
1 D-2, 1 D-1, 3 P-5, 6 P-4,
6 P-3, 2 P-2, 9 GS (OL), 9 LL
Economic Policy Office
1 D-1, 1 P-5, 1 P-4,
1 P-3, 1 GS(OL), 3LL
Office of Human Rights and Minority Affairs
1 D-1, 1 P-5, 1 P-4,
4 P-3, 1 GS(OL), 3 LL
Military Liaison Office
1 D-1, 1 P-5, 2 P-4,
2 P-3, 1 GS(OL), 10 LL
Planning and Coordination Unit
1 P-5, 1 P-4, 1 P-3, 1 GS(OL), 1 LL
Office of the Resident Auditor
1 P-4,1 P-3, 1 GS, 1 LL
Office of Political Affairs
1 D-2, 2 D-1, 2 P-5, 3 P-4,
9 P-3, 1 P-2, 6 GS (OL), 10 LL
Office of the Spokesman and Public Information
1 D-2, 1 D-1, 1 P-5, 10 P-4, 11 P-3,
4 P-2, 8 GS(OL), 30 LL
Civil Administration
1 ASG, 6 D-2, 16 D-1, 55 P-5,
225 P-4, 179 P-3, 2 P-2,
161 GS (OL), 2,048 LL, 196 UNV
Reconstruction
(EU)
Institution Building
(OSCE)

B. Civil Administration


Deputy Special Representative of the Secretary-General
ASG
Office of the Deputy Special Representative of the Secretary-General
1 D-2, 1 D-1, 1 P-5, 2 P-4, 1 P-3, 6 GS, 10 LL
Office of Gender Affairs
1 P-5, 1 P-4, 1 GS, 2 LL
Monitoring Unit
4 P-4, 1 GS, 2 LL
Statistics Section
1 P-5, 1 P-4, 1 P-3, 1 GS, 2 LL
Gnjilane
Mitrovica
Peja
Pristina
Prizren
Regional Offices
2 D-2, 3 D-1, 5 P-5, 90 P-4, 27 P-3, 43 GS, 175 LL
Police
1 D-2, 2 P-4, 1 P-3, 1 GS, 1,573 LL
Youth
1 P-5, 1 P-4, 1 GS, 2 LL
Sports
1 P-4, 1 P-3, 1 GS, 2 LL
Civil Security and Emergency Preparedness
1 D-1, 1 P-5, 4 P-4, 1 P-3, 5 GS, 9 LL
Mine Action
1 P-5, 4 P-4, 2 P-3, 2 P-2, 18 LL
Justice
1 D-2, 2 D-1, 2 P-5, 11 P-4, 6 P-3, 7 GS, 12 LL
Culture
1 P-5, 1 P-4, 1 P-3, 2 GS, 4LL
Environment
1 P-5, 1 P-4, 1 P-3, 2 GS, 3 LL
Post and Telecommunications
1 D-1, 1 P-5, 3 P-4, 3 P-3, 3 GS, 5 LL
Labour and Employment
1 D-1, 1 P-5, 1 P-4, 1 P-3, 2 GS, 3 LL
Transport and Infrastructure
1 D-1, 1 P-5, 4 P-4, 4 P-3, 3 GS, 5 LL
Agriculture
1 D-1, 2 P-5, 2 GS, 3 LL
Education and Science
1 D-1, 3 P-5, 3 P-4, 1 P-3, 3 GS, 5 LL
Public Services
1 D-2, 2 D-1, 7 P-5, 16 P-4, 20 P-3, 13 GS, 30 LL, 196 UNVs
Health and Social Welfare
1 D-1, 3 P-5, 3 P-4, 1 P-3, 3 GS, 3 LL
Local Administration
1 D-1, 2 P-5, 4 P-4, 2 P-3, 3 GS, 6 LL
29 Municipalities
20 P-5, 68 P-4, 105 P-3, 58 GS, 174 LL

C. Division of Administration


Aviation Safety Unit
1 P-3, 1 LL
United Nations Volunteers Support Unit
1 GS (OL), 1 LL, 3 UNV
Security Section
1 P-4, 2 P-3, 7 P-2, 10 FS, 13 GS (OL), 42 SS, 416 LL
Director of Administration
1 D-2, 1 P-4, 1 GS (OL), 3 LL
Medical Service
1 P-5, 1 P-4, 11 LL, 4 UNV
Budget and Cost Control Unit
1 P-4, 1 P-3, 3 GS(OL), 4 LL
Regional Administrative Group
5 P-3, 5 FS, 5 LL
Administrative Services
1 D-1, 1 P-4, 1 GS (OL), 2 LL
Technical Support Services
1 D-1, 1 P-4, 1 GS(OL), 1 LL
Personnel Section
1 P-5, 3 P-4, 2 P-3, 4 FS, 2 GS(PL), 14 GS(OL), 27 LL
Finance
1 P-5, 2 P-4, 1 P-3, 3 P-2, 4 FS, 2 GS(PL), 20 GS(OL), 35 LL
Logistics Operations Support Section
1 P-5, 2 P-4, 4 P-3, 2 P-2, 10 FS, 2 GS(OL), 26 LL
Engineering Section
1 P-5, 3 P-4, 8 P-3, 16 FS, 8 GS (OL), 336 LL
General Services Section
1 P-5, 5 P-4, 8 P-3,7 P-2, 12 FS, 2 GS (PL), 2 GS (OL), 10 NO, 85 LL
Procurement Section
1 P-5, 1 P-4, 5 P-3, 14 GS(OL), 15 LL
Communications Section
1 P-5, 1 P-3, 63 FS, 2 GS(OL), 85 LL
Transport Section
1 P-5, 1 P-3, 42 FS, 1 GS (OL), 332 LL
Electronic Data Processing Section
1 P-4, 3 P-3, 3 P-2, 18 FS, 35 LL
Supply Section
1 P-5, 3 P-3, 3 GS (OL), 10 FS, 36 LL

Annex V

Map

Map No. 4133 UNITED NATIONS
December 1999 (Special)

Department of Public Information
Cartographic Section